

Administration  
Engineering  
Accounting  
Data Processing  
Health Care  
Education  
Real Estate  
General Office  
Finance  
Technical  
Legal  
Management  
Insurance  
Electronics  
Construction  
Science/Research  
Secretarial  
Industrial  
Mechanical  
Sales/Marketing  
Restaurant  
Professional

In This Issue:

**Starting Your Own Business**

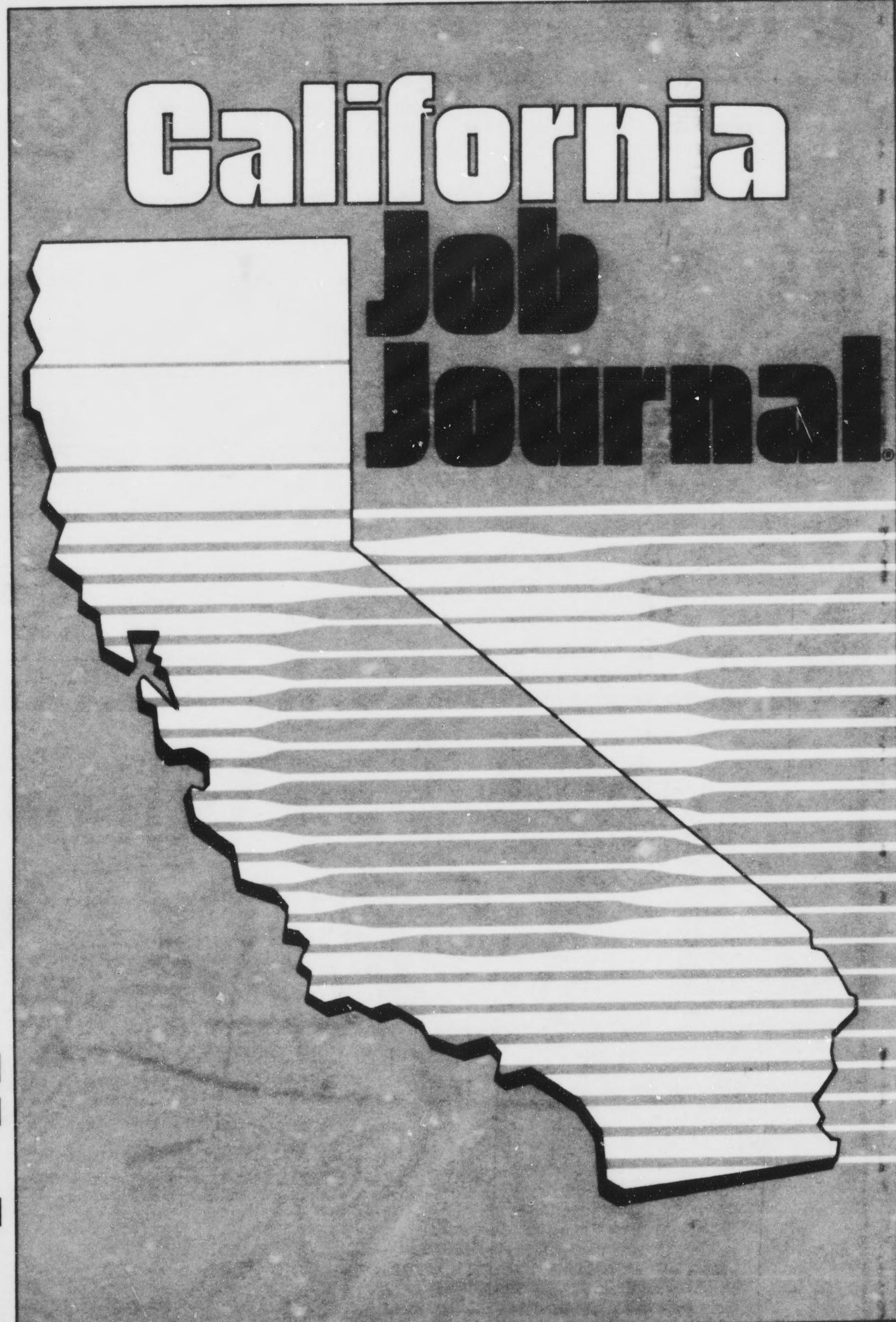
Do you have what it takes?

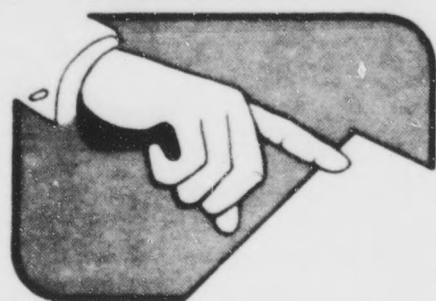
**Letters of Reference**

What recruiters read between the lines

**Bust for Baby Boomers**

A generation confronts crowding on the corporate ladder





## READER'S GUIDE

1. Title of position
2. Number of openings available
3. Employer
4. Location and/or mailing address \*
5. Telephone number
6. Contact person's name/title
7. Salary and benefits
8. Application procedure
9. Job duties/description, type of business, and hours/days
10. Experience/skills and education required
11. Company job number - refer to this number when applying

1. **PROGRAMMER ANALYST (3)** 2  
 Satellite Data Systems  
 Space Communications Division  
 2785 Morrison Drive, Suite 100  
 Oak Valley, CA 98765-4321  
 415/555-9900 x227  
 C. Terry Lydeck / Operations Manager 6  
 \$2850-3400/month DOE, plus medical/dental, life ins and pension plan after 1 yr. Send resume and 3 refs. Analyze & design program requirements, develop application program specs; code, test, document, and implement software, and participate on development team for a leader in interstellar telecommunications systems. Hrs 7-3:30 Mon-Fri. Position also available in RIDGEMONT. Req MS or equiv in Computer Science, 3 yrs exp with high-level language design/coding and graphics communications, and 1 yr exp with HP 5000. Knowledge of astrophysics preferred. (#4417) 11

\* If an asterisk appears before the city it indicates that the job location is different or available in more than one city. See body of ad for further information.

**HOW TO APPLY:** If you want to apply for an opening or obtain additional information, contact the employer directly as specified in the job listing. Send correspondence to the contact's attention or ask for that person if telephoning. If no telephone number is listed, the employer does not want phone calls!

**JOB CATEGORIES:** The decision on where to categorize an opening is made with more emphasis given to the experience/skills/education required than the job duties or position title. We try to be consistent, but some openings are very difficult to assign to a category. New readers should check several classifications to determine where specific types of employment will be found.

### Abbreviation Key

AA	affirmative action	ins	insurance
admin	administration	jr	junior
app	application	JTPA	Job Training Partnership Act
approx	approximately	LA	Los Angeles
apt	appointment	lic	license
asap	as soon as possible	M	minorities encouraged to apply
asst	assistant	mfg	manufacturing
avail	available	mgmt	management
avg	average	mgr	manager
a/p	accounts payable	min	minimum
a/r	accounts receivable	ofc	office
bfts	benefits	ops	operations
C	contact	PERS	Public Employee Retirement System
CDL	California driver's license	pref	preferred
cert	certificate	PT	part-time
comp	compensation	QC	quality control
CRT	computer terminal	RE	real estate
dept	department	ref	reference
dir	director	rep	representative
div	division	req	requires, requirements
DOE	depending on experience	RTJJ	Refer to Job Journal (tell employer where you saw ad)
DOQ	depending on qualifications	SF	San Francisco
DP	data processing	shth	shorthand
EEO	Equal Employment Opportunity	sr	senior
engr	engineer(ing)	sub	substitute
EOE	Equal Opportunity Employer	supv	supervisor
equiv	equivalent	svc	service
ESL	English as a second language	tech	technician, technology
exp	experience	temp	temporary
F	females encouraged to apply	univ	university
FT	full-time	V	veterans encouraged to apply
GED	Graduation Equivalency Diploma	W	women encouraged to apply
gen	general	wk	week
govt	government	WP	word processing
grad	graduate	wpm	words per minute
H	handicapped persons	x	extension
HS	encouraged to apply		
	high school		

**G**ime is money.  
 ur Journal can  
 save you both.

At THE JOB JOURNAL, we know that one way to give you more for your money is to save you time. That's why we'll work with you to create a comprehensive & informative ad that will start screening candidates before they ever walk through your door. You'll get fewer applications, but more qualified applicants, and make a better hire in less time.

Another reason your recruiting budget goes farther in THE JOB JOURNAL is because you don't pay for your ad by the word or the line. And when your ad appears in CJJ, it's carried by twelve other Northern California newspapers. You get multi-market coverage without multiple advertising expenses.

*Spend a few minutes with one of our Employment Specialists and start saving time and money on your next hire.*

**Sacramento Office**  
**(916) 925-0800**

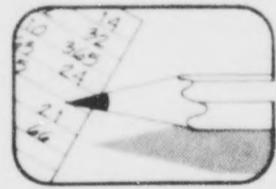
**Toll-free (in CA)**  
**(800) 782-HIRE**

**California**  
**Job**  
**Journal.**

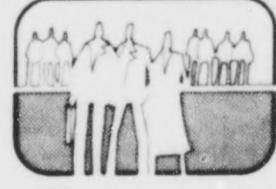
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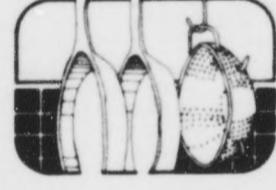
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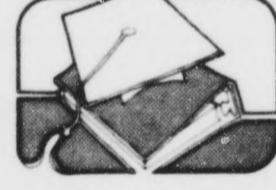
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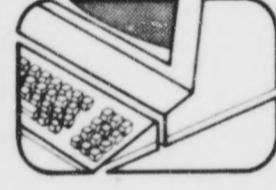
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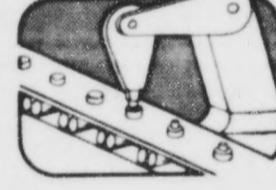
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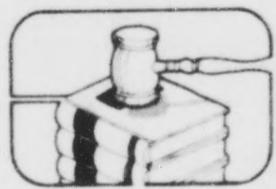
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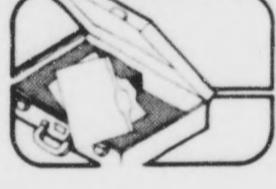
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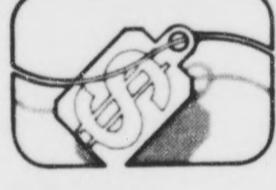
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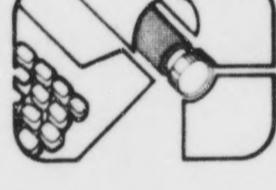
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*For information & rate card,  
contact the advertising sales office:*

Sacramento (916) 925-0800  
Toll-free (CA) (800) 782-HIRE

**Advertising deadline for next issue:  
4pm Thursday, 11/10/88**

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**Baby Boomer Bust**

They're all trying to move up the corporate ladder at the same time, but the rungs are getting fewer and farther between. Many will have to reassess the signs of success and seek alternative avenues to attain their ambition. ....

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**Letters of Reference**

Once upon a time they were the keys to the corporate kingdom, but most employers these days are less swayed by tales of yore. The best letters to ensure a happy ending have a supporting role and cite specific strengths. ....

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**Starting Your Own Business**

The challenge can be very rewarding if you begin with clearly defined objectives and a clear understanding of the obstacles before you. Identify your niche, secure some financing, gather support, and go for it! ....

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**Dialysis Careers**

To the technicians who operate hemodialysis equipment, saving lives is all in a day's work. Requirements for the position are easily attainable, training is usually provided on the job, and the rewards are numerous.

*Health Care Horizons* ....

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**ABOUT THE JOB JOURNAL**

The California Job Journal (CJJ) was established in 1982 as an innovative new alternative to traditional job search methods. It is designed to be a window on today's expanding job market for those who wish to make knowledgeable career decisions. CJJ is the most informative and comprehensive resource for anyone seeking up-to-date information about available jobs in California.

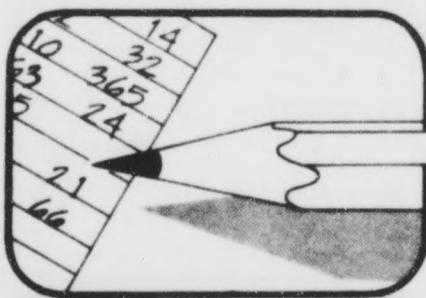
*Which companies are hiring? What positions are available? How much do they pay? Do I qualify?* CJJ will provide the answers to these questions, but we realize you need more than just facts on available openings. Employment is essential to your physical and mental well-being, and the job seeking experience is often accompanied by financial and emotional strains that also need attention. The Job Journal offers career guidance with columns, tips and articles addressing the complex problems and alternatives facing you in your search for satisfactory employment.

For the individual seeking suitable openings without professional assistance, the time and expense to locate and research positions can be considerable. Our goal is to eliminate the frustrations and disappointments that accompany needless interviews and unnecessary trips for jobs you don't want (or aren't qualified for) by providing enough information to enable you to screen yourself. Your time and effort can now be spent getting job offers rather than gathering job information.

We welcome your comments or suggestions on how this publication might better serve you. Please write to: California Job Journal, 2535 Capitol Oaks Drive, Suite 100, Sacramento, CA 95833.

**California Job Journal**

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JOB JOURNAL, INC.  
2535 Capitol Oaks Drive, Suite 100  
Sacramento, CA 95833  
(916) 925-0800



## Accounting/ Finance

### ACCOUNTING COORDINATOR

Sutter County  
463 2nd Street, Room 106  
Yuba City, CA 95992  
916/741-7113

Attn: Personnel Department

\$1459-1817/mo plus health, dental, vision & life insurance and city-paid PERS. File county application by 11/18. Perform a variety of technical & semi-professional work in maintaining the Civil Division's fiscal records & reports. Full-time position. Requires 3 yrs journey-level clerical experience demonstrating knowledge of related duties. Core college coursework in accounting or bookkeeping is desirable. AA/EOE M/F/H

### ACCOUNTING SUPERVISOR

OroAmerica  
P.O. Box 7340  
Burbank, CA 91510  
818/848-5555 x327

Attn: Lily / Director of Human Resources  
\$25,000-35,000/yr DOE/DOQ, plus 2 wks vacation after 1 yr, 10 holidays, 6 days sick leave, medical & dental ins., 401K plan, and discount on merchandise. No calls please. Send resume & salary history/requirements; RTJJ. Handle processing of returns worth \$20 million per yr. control merchandise flow, and supervise 20 people. Hrs 8-5 Mon-Fri with flexible overtime. Manufacturer of 14K gold, in business in LA for 10 yrs, employs 280. Req HS diploma and good leadership & motivational abilities. Degree in accounting preferred. 2-3 yrs supervisory exp a plus. Must have right to work. EOE M/F/H/V

### ASSISTANT CONTROLLER

Andermac, Inc.  
2626 Live Oak Highway  
Yuba City, CA 95991  
916/674-8450

Attn: Michael Cunha / Controller  
\$20,000-35,000/yr DOE/DOQ, plus medical & dental ins and profit sharing after 30 days; vacation, holidays, and sick leave. Send resume & salary history/requirements. Assist controller in all aspects of accounting & computer systems management. Full-time, 8-5 Mon-Fri. Emerging medical equipment manufacturer has 35 employees. Requires BA/BS in accounting and 2 yrs accounting experience. Prefer IBM and/or System 36 proficiency; non-smokers. EOE

### BOOKKEEPER

Dairy Queen Stores, Inc.  
1111 Howe Avenue, Suite 305  
Sacramento, CA 95825  
916/921-9090

Attn: Jim Towles

\$1000-1200/mo DOE, plus medical/dental & vision insurance. Call for appt. Do payroll, taxes, accounts payable/receivable, general ledger work, and perform related functions. Work primarily with our contractors in the construction of new restaurants. Hrs 8-5 Mon-Fri. Western corporate division (located in Sacramento) owns rights to Northern CA and Washington franchises. Requires bookkeeping experience. Restaurant or construction exp preferred.

### BOOKKEEPER

Jennings Levy & Company  
8383 Wilshire Boulevard, Suite 840  
Beverly Hills, CA 90211  
213/655-4117

Attn: Jeanne Phares / Office Manager  
\$1700-1900/mo plus paid parking, vacation, holidays, sick leave, pension, and medical ins. Send resume; RTJJ. Handle accounts payable/receivable & deposits and input data into computer. 37.5 hrs/wk Mon-Fri (9-5:30). Accounting firm has great opportunity for growth and a nice atmosphere. Requires HS education, 2 yrs experience as an accounting clerk, basic understanding of accounting cycle, and computer exp. Must be a bright person who wants to become a full-charge bookkeeper. Non-smoker preferred. EOE Employer

### BOOKKEEPER

Consumer Credit Counselors of Sacramento  
2115 J Street, Suite #7  
Sacramento, CA 95816  
916/444-0740

Attn: Mr. L. Sweet  
\$7.50 +/hr DOE/DOQ, plus medical/dental & life insurance and pension after 3 mos. Send resume. Responsible for operating a computerized MIA BASIC 4 accounting system; make deposits, balance books, complete check reconciliations, and maintain journal entries, monthly closings & computerized financial reports. 40 hrs/wk Mon-Fri. 25-yr-old, non-profit credit counseling agency has 13 employees. Must be proficient in accounting principles, familiar with computerized accounting systems, and detail-oriented. No experience necessary, but must have well-founded training. H

**Follow up on job leads without delay. Even if you learn of an opening late in the day, you should call the firm immediately to arrange an appointment. Waiting until the next day may be too late!**

### BOOKSTORE BOOKKEEPER

Los Rios Community College District  
American River College  
1919 Spanos Court  
Sacramento, CA 95825  
916/920-7912

Attn: Classified Personnel  
\$17,494/yr plus 3 wks vacation & 17 holidays/yr and medical/dental insurance. Call between 7:30-2 Mon-Fri for more info and district application or stop by for app by 11/4. Handle all phases of accounting for college bookstore receipts & expenditures, and maintain a complete set of books for the fiscal operations of the store. Hrs 7:30-4 Mon-Fri. Requires completion of bookkeeping & accounting courses, 2 yrs experience as a full-charge bookkeeper, and ability to type 40 wpm. AA/EOE

### CLUB ACCOUNTANT

Decathlon Club  
3250 Central Expressway  
Santa Clara, CA 95051  
408/738-8700

Attn: Diana Sut / Club Accountant  
\$1500/mo; xint bfts include free employee meals & employee/family memberships. 2 wks vacation, all holidays, 8 days/yr sick leave, and medical & dental ins after 1 mo. Call for info or send resume. Perform general bookkeeping w/ emphasis on restaurant acctng, do a/p and prep inventory sheets & daily cash register reconciliations. Hrs 8:30-5:30 Mon-Fri. Exclusive Santa Clara area health club, in business since 1980, features health facilities and restaurants. Req 10-key by touch. PC exp. 2+ yrs restaurant bookkeeping exp & strong organizational skills. College acctng a plus. Non-smoking office. EOE

### FINANCIAL

## ASSISTANT FINANCIAL REPRESENTATIVE (Management Trainee)

The Morris Plan Company of California, a wholly owned subsidiary of Credit Thrift Financial, Inc., with more than 120 offices in California, currently seeks Assistant Financial Representatives in our Napa, Vacaville & Fairfield branches.

The individuals we seek will be confident, aggressive and possess excellent communication skills. Our Management Training program is the best in the business and provides opportunities to advance as far as your abilities and talents will take you.

We offer a complete benefits package, competitive salaries and pleasant working environments. If you are interested in being a part of our growth, please call:

Napa - (707) 255-2390  
Vacaville - (707) 447-1500  
Fairfield - (707) 425-6471  
Sacramento - (916) 482-3510  
Yuba City - (916) 673-5450

THE MORRIS PLAN COMPANY OF CALIFORNIA  
California's oldest and largest loan and thrift institution  
Since 1915  
Equal Opportunity Employer

**Morris  
Plan**

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### DEPUTY DIRECTOR OF FINANCE ADMIN

City of Beverly Hills  
450 North Crescent Drive  
Beverly Hills, CA 90210  
213/285-1067

Attn: Human Services Office  
\$60,000/yr + city paid PERS, medical/dental insurance, car allowance, and \$1500/yr flexible bft program. File city application; RTJJ. Under supervision of the director of finance administration, plan, direct & supervise the activities of the finance admin dept. Requires degree from an accredited college/univ in accounting, business admin, public admin, or related field; and 5 yrs responsible acctng exp (including 3 yrs in a mgmt position). MA in a related field and/or CPA certificate highly desirable. EOE M/F

### SENIOR ACCOUNTANT

Hodskins, Simone & Sears, Inc.  
120 Hawthorne Avenue  
Palo Alto, CA 94301  
415/327-3434

Attn: Linda Wysocki / Accounting & Ofc Mgr  
\$30,000/yr DOE/DOQ, plus holidays, sick leave, medical/dental ins after 1mo, and vacation after 6 mos. Call for appt/send resume; RTJJ. Manage financial operations including bookkeeping, a/p, a/r, bank reconciliations, and quarterly profit & financial analysis. Hrs 9-5 Mon-Fri. Rapidly growing \$4 million advertising/public relations firm serves high-tech companies. Remodeled offices (non-smoking) offer a creative environment for talented staff. Must be a team worker with good communication skills. Prefer 5 yrs similar exp, college degree, CPA license, and Macintosh & EXCEL exp. EOE

### SERVICE CASHIER

Elli Grove Ford  
9499 Stockton Boulevard  
Elli Grove, CA 95759  
916/423-7000

Attn: Business Manager  
Salary DOE/DOQ; benefits available. Call for appt. Accept customer payments and complete all phases of repair invoices. Hrs 9-6 Mon-Fri. New car dealership is located in a booming community just south of Sacramento. Must be customer-oriented, know 10-key, and be able to balance a cash drawer and work well under pressure. Bookkeeping experience very helpful. Non-smoking office.



### ADMINISTRATIVE INTERN (part-time)

City of Temple City  
P.O. Box 668  
Temple City, CA 91780  
818/285-2171

Attn: Personnel Department

\$5/hr. Send city app and detailed resume of training & experience, filing open. Perform a variety of admin tasks such as preparation of studies & investigations, collection & analysis of data, and preparation of admin reports in the office of the city manager. Program is intended to complement the student's educational exp and provide a broad understanding of local govt admin & operations in their final school year. Must have understanding of principles of public admin and be a participant in a college program in public admin, political science, or related field. CDL required. EOE

## Director of Affirmative Action University of California, Santa Cruz

### Full-time/Career

The Director serves as the Campus Affirmative Action Officer, reporting directly to the Chancellor on all policy matters; serves as his liaison to system-wide administration; and maintains a reporting relationship with the Assistant Chancellor regarding operational matters.

Requires a supplemental application to be considered; contact (408) 429-2011 for the form. Refer to job #88-09-22.

Salary: commensurate with qualifications and experience.

Please submit application/resume, completed supplemental app and salary history by 12/1/88 to the

UCSC Personnel Office  
102 Communications Bldg.  
Santa Cruz, CA 95064

EOE

### ADMINISTRATOR OF PERSONNEL SERVICES

Santa Cruz City School District  
210 High Street  
Santa Cruz, CA 95060  
408/429-3833

Attn: Alberta Kline / Personnel Svcs Admin  
\$50,306-58,712/yr + bfts. File district app by 5pm 12/2. Plan, organize, direct & administer certified personnel recruitment, selection, classification, and employee training & development; oversee the certified/classified personnel mgmt program; advise superintendent on personnel mgmt; and supervise other district personnel functions. FT, 220 days/yr. Req valid appropriate CA credential, ability to establish & maintain cooperative & effective employee relationships, demonstrated ability to represent superintendent, knowledge of matters related to position, and high performance standards. AA/EOE

### INSTITUTIONAL SERVICES MANAGER

County of Sonoma  
2550 Ventura Avenue  
Santa Rosa, CA 95403  
707/527-2331

Attn: Personnel Department  
\$2522-3066/mo DOE/DOQ, plus vacation, holidays, sick leave, choice of 3 medical insurance plans, dental & vision ins. and deferred compensation. Send county application or call for more information; file by 11/14. Manage store-keeping, warehousing, janitorial, laundry, inmate commissary, inmate welfare, and mail service operations for the sheriff's adult detention facilities. 40 hrs/wk plus occasional overtime. Requires college coursework in business and public administration & supervisory experience in hospital, hotel, or detention facility operations. AA/EOE

### MANAGER - HAZARDOUS WASTE DIVISION

Entsotech  
7949 Ajay Drive  
Sun Valley, CA 91352  
818/767-2222

Attn: Dr. Jeet Sabherwal / President  
\$50,000/yr + benefits (to be discussed). Call for appt or send resume; RTJJ. Supervise all company interactions with govt agencies; consult with a scientist, geologist & engineers; and handle computer-related communications. Hrs 8-5 Mon-Fri. Established 15-yr-old firm specializes in the remediation of contaminated soil & water. Req MA degree in a related field; 5 yrs exp in hazardous waste management; strong communication skills; knowledge of the rules & regulations governing the handling of hazardous waste materials; and an ability to make independent decisions. US citizenship required. EOE M/F/H/V

### MATERIALS PLANNING MANAGER

Remco Hydraulics  
934 South Main Street  
Willits, CA 95490

Attn: Ms. Glenda Presley / Personnel Mgr  
Salary negotiable plus full benefits after 30 days. Send resume. Produce & maintain a master schedule of all contract/project performance activities for job status reports and plan exception identification for corrective action; collect & integrate planned beginning and completion dates for purchasing & manufacturing. Flexible hrs 8-5 or 7-4 Mon-Fri. Manufacturer of hydraulic cylinders has been in business 30 yrs in the Willits area. Requires 4-yr college degree and 2-3 yrs exp in material requirements planning (MRP); Maptics I & II exp helpful; APICS certification desired.

### SOLID WASTE MANAGER

Tulare County  
2900 West Burrel  
Visalia, CA 93291  
209/733-6266

Attn: Personnel Department  
\$2662-3247/mo. File required application form. New position responsible for administering County's solid waste management functions including the operation of disposal sites & transfer stations. Full-time. County encompasses Sequoia & Kings Canyon National Parks and offers a wide range of recreational activities and high-quality housing at affordable prices. Requires employment qualifications normally acquired by a BA in public or business admin, environmental health, or engineering, and 4 yrs increasingly responsible exp in a public or private solid waste management agency. EOE

### SUPERINTENDENT - SOLID WASTE

City of Whittier  
Civic Center  
13230 East Penn Street  
Whittier, CA 90602-1772  
213/945-8200 x403

Attn: Personnel Department  
\$2684-3683/mo. + bfts including executive leave, paid holidays & vacation, sick leave, and term life & accidental death/dismemberment ins. File by 12/9. Plan, direct & organize the disposal of solid waste materials and operation & maintenance of City's sanitary landfill; and enforce local, state & federal regulations that govern the collection & disposal of solid waste materials. Req 4-6 yrs increasingly responsible maintenance, waste collection/disposal or construction exp; HS diploma or equiv; knowledge of standard equipment, practices & procedures of refuse collection/disposal; and CDL. EOE

### BUILDING OFFICIAL

Town of Los Gatos, CA (Pop 28,000, 50 miles south of San Francisco) Salary: Up to \$66,700/yr incl 7% PERS. Mgmt pay increases of up to 10% can be earned annually based on performance. Xint mgmt bfts package includes a cafeteria bfts program & car allowance. Under direction of the Town Mgr, directs the operations of the Building Dept req'd to enforce building regulations adopted by the Town & the State. Responsibilities include permits, plan checks & field inspections. Req a min of 60 units of advanced course work in related field & 5 yrs increasingly responsible exp including supervision. ICBO certification and BS degree desirable.

### FINANCE MANAGER

Salary up to \$54,200/yr including 7% PERS. Mgmt pay increases of up to 10% can be earned annually based on performance. Xint mgmt bfts package includes a cafeteria bfts program & car allowance. Under direction of the Town Mgr, responsible for the total fiscal & accounting system for the Town of Los Gatos. This is the Town's only professional accounting position; supervises small para-professional accounting staff. Xint opportunity for an accounting professional to begin or expand their career in Municipal Finance. Mgmt. Broad range of fiscal responsibilities. Req BS or equiv in Accounting, plus 5 yrs exp in govt accounting/finance (preferably in CA) including supervision.

APPLY BY: 11/21/88. For req application and supplemental questionnaire, contact: Town of Los Gatos, Personnel Dept, 110 East Main Street, Los Gatos, CA 95022 (408) 354-6801.

AA / EOE

## GOVERNMENT JOBS

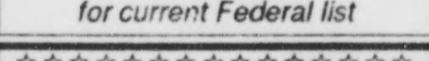
\$16,040 - \$59,230/yr.

Now Hiring

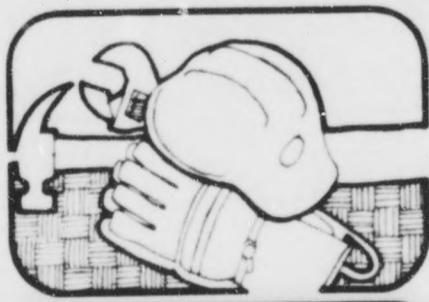
(805) 687-6000

Ext. R-2626

for current Federal list



Week of OCTOBER 31, 1988



## Construction/ Building Trades

### BLOCK LAYERS

Atlas Masonry  
P.O. Box 927  
Soquel, CA 95073  
408/479-0991  
Attn: Joe Green / Owner  
\$17-20/hr DOE, plus medical ins after 6 mos. Call for more info: RTJJ. Work at different commercial construction sites laying & setting concrete blocks. Hrs 7-3:30 with possible overtime. Small company is a sole proprietor specializing in commercial construction projects in the South Bay Area. Requires 4-5 years journey-level background with commercial building experience as a block layer, transportation, some tools, and access to a phone. Must be a team worker. EOE

### BUILDING OFFICIAL

City of Tracy  
325 East 10th Street  
Tracy, CA 95376  
209/836-2672  
Attn: Personnel Office  
\$2816-3424/mo plus city-paid PERS & social security bfts. File required city application by 5pm 11/18. Division head position reports to the community development director. Oversees a staff of 9 in a rapidly-growing city, supervise and inspect residential/commercial construction, and review plans & specifications to ensure compliance with safety codes. Opportunity for career growth. Full-time, 40 hrs/wk Mon-Fri. Requires 5 yrs experience inspecting public, commercial, industrial & residential buildings. Must be able to obtain an appropriate ICBO certificate and a valid CDL. AA/EOE

### CABLE TELEVISION INSTALLER

Nacom Corporation  
7846 Fair Oaks Boulevard  
Carmichael, CA 95608  
916/944-2945  
Attn: Bill Pickett / Area Manager  
\$300-600/wk realistic potential (on piecework basis). Call for appointment: RTJJ. Perform residential TV cable installations in the Sacramento area as a subcontractor. Keep daily records and use own van/truck & tools. 40 flexible hrs/wk. 14-year-old firm is a leading nationwide cable TV contractor. Requires HS graduate with cable TV installation experience, CDL, insurance, and DMV printout. Must be personable, professional, self-motivated and have a clean appearance. Electrical background a plus. US citizenship required. AA/EOE

### CABLE TV INSTALLERS

R.T.K. Corporation  
(cable contractor)  
3125 Firestone Boulevard  
Southgate, CA 90280  
213/567-9387  
Attn: Chet Gravatt / President  
Wages paid by the job, + possible bfts provided by subcontractors. Call for appt: RTJJ. Handle all facets of cable installation including aerial, underground, residential drops, and apt buildings (MDU). Installations serve San Diego, Southgate, and Orange & LA Counties. Travel required. Full-time, 6 days/wk from 7-30. Worldwide cable contractor, in business 17 yrs, also handles all types of public communication jobs and works with 500-600 subcontractors. Must have white truck/van; own tools pref (willing to help hard worker with purchase of equipment & liability ins). Will train right person. AA/EOE

### CABLE TV MAINTENANCE TECHNICIAN

King Videocable Company  
P.O. Box 490  
San Andreas, CA 95249  
Attn: Bryan Wade / Chief Technician  
Negotiable salary DOE, plus vacation, holidays, sick leave, and medical insurance. Send resume. No phone calls please. Cover geographical district following up on service calls to troubleshoot system maintenance problems; and make service calls to install systems & expand services. Hrs 8-3:30 Mon-Fri plus stand-by & on-call time required. Company operates in a number of communities in areas from Arnold & Angel's Camp to Plymouth. Requires DMV printout, and experience in cable installation, maintenance & troubleshooting, and pole climbing. EOE

### CEILING INSTALLER

Sound Design Acoustics  
Santa Clara, CA 95051  
408/248-6995  
Attn: John Kelly / Manager  
\$7.50/hr DOE/DOQ, plus health insurance avail. Call for information & appt to be scheduled at job site: RTJJ. Install suspended ceilings in commercial buildings. Use ladder, drills and various hand tools to place tiles in metal grids. Full-time opportunity for this ceiling installation company. Hrs 7-3:30 Mon-Fri. Requires own truck. Must be dependable & hardworking. Willing to train.

### ESTIMATOR / PROJECT MANAGER

Watkin & Bartolucci, Inc.  
77 Larkspur Street  
San Rafael, CA 94901  
415/453-4691  
Attn: Phil / President  
Salary DOE/DOQ, + vacation, holidays, and health ins. Call for more info or send resume & salary history/reqs: RTJJ. Work on large-scale projects including take-offs, costing out construction jobs and purchasing materials; use the latest in computer technology to determine the most cost effective method of building a project. Hrs 8-5 Mon-Fri. General & landscape contracting firm specializes in public parks and highway site prep, grading, drainage, irrigation & planting. Must be hardworking and dedicated. Will train. Prefer computer exp. Knowledge of construction purchasing & project management a plus. EOE

### FIRE SPRINKLER INSTALLER / FOREMAN

Monterey Fire Sprinkler  
320 San Benito Road  
Salinas, CA 93908  
408/649-1008  
Attn: Lea / Owner  
\$6.13/hr DOE. Call for appointment: RTJJ. Read installation plans; install & repair fire sprinklers, supervise crews, and coordinate work flow for well-established, growing residential/commercial fire sprinkler company. Hrs 7:30-4 Mon-Sat. Requires 5 yrs experience in field, thorough knowledge of fire code, and good physical condition.

### FOREMAN FENCE INSTALLER

AAA Fence  
2746 Scott Boulevard  
Santa Clara, CA 95050  
408/727-5465  
Attn: Scott Hutchings / President  
\$10-15/hr DOE/DOQ. Apply by mail or phone: RTJJ. Install chain link fence, supervise co-workers, and work with customers to satisfy their particular needs. Full-time opportunity with this 10-yr-old South Bay firm. Hrs 7-4 Mon-Fri. Must have 3-5 yrs exp as foreman for fence installation and a clean driving record.

### HEAVY EQUIPMENT FOREMAN

Environmental Geotechnical Services  
6707 Cherry Avenue  
Long Beach, CA 90805  
213/428-0288  
Attn: Harold Durbin / VP of Engineering  
\$32,000-66,000/yr + xmt bfts. Call for appt or send resume: RTJJ. Supervise 3-8 people, operate backhoe, dumptruck, drilling rig, or excavator; remove & install underground storage tanks, and help with soil remediation. Hrs 6:45-5 Mon-Fri (Sats optional). Firm has new state-mandated HAZ contractor's license for remediation/removal of hazardous waste, and liability/errors & omission insurance for employees. Req ability to write job descriptions, general supervisory experience, DMV printout, and transportation. If you are a stickler for details and documentation, we want you! EOE M/F/H/V

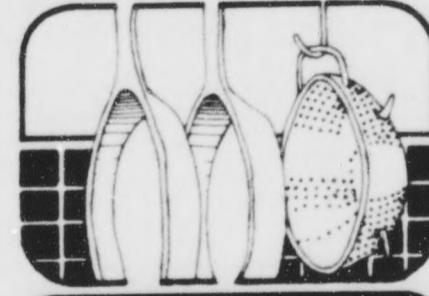
### OFC PARTITION INSTALLER / CREW CHIEF

John Ruth Corporation  
2175 Stone Avenue, Suite 9  
San Jose, CA 95125  
408/295-7700  
Attn: Diana Callahan / Vice President  
\$10-15/hr DOE/DOQ, plus 1 wk vacation, 7 paid holidays, and medical & dental ins after 90 days. Call for more info (8-5 Mon-Fri), apply in person, or file employer application: RTJJ. Oversees, service & install modular office partitions. Req frequent travel in company car. 40+ hrs/wk. Mon-Fri (frequent overtime). Sole proprietorship specializes in design specification and installation services. Req 1 yr exp as a crew chief. Req CDL & DMV printout. Must be a team player, comfortable with the supervisory task. Blueprint reading exp a plus. Right to work required. AA/EOE M/F/H/V

When constructing a resume, remember that it should be a focused summary of your qualifications for the particular position you're seeking.

### PAINTER

California State University, Hayward  
Plant Operations  
25800 Carlos Bee Boulevard  
Hayward, CA 94542-3026  
415/881-3634  
Attn: Personnel  
\$2269-2487/mo DOE/DOQ, plus excellent benefits including vacation, sick leave, medical/dental, vision & life insurance, and use of campus facilities. Send resume or call. Perform a full range of skilled painting duties primarily involving patching, flash painting, and working on interior surfaces of campus facilities; prepare surfaces, tape, finish, drywall, stain wood, and service & assist with sandblasting and airless spraying. 40 hrs/wk; day shift. Requires demonstrated achievement of journey-level skills equivalent to that achieved on apprenticeship. AA/EOE



## Culinary/ Restaurant

### COOK

Eppie's Restaurants  
1716 L Street  
Sacramento, CA 95814  
916/443-2848  
Attn: Store Manager  
\$6.00/hr DOE, plus vacation after 1 yr, bonus prizes (including trips), and recruitment & safety bonuses. Apply in person between 2-4pm at any Eppie's location. Perform a variety of duties from line cooking to prep work for this well-known Sacramento restaurant chain with a friendly, home-style environment. FT or PT flexible positions, swing (between 2-10pm) or graveyard (between 10pm-6am or 11pm-7am) shifts. Must be organized, dependable, and work well with others. Experience preferred, but will train the right individual.

Learn from the mistakes of others; you may not live long enough to make them all yourself.

### COOK, SAUTE

Alhambra Fuel & Transportation  
1310 Alhambra Boulevard  
Sacramento, CA 95816  
Attn: Manager

Hourly salary DOE. Apply in person between 3-5pm Mon-Fri. Perform a variety of duties including saute & broiler cooking and butcher work. Full-time flexible hrs & days (variable shifts). Restaurant offers fine dining featuring Southwestern cuisine from a large mesquite grill, banquet services, and a bar. Requires 3 yrs saute experience. Butcher & broiler experience preferred. EOE

### COOKS

Marie Callender's Restaurant  
2090 Diamond Boulevard  
Concord, CA 94520  
Attn: Manager

\$5/hr to start DOE. Apply in person between 2:30 & 3:30 Mon-Fri. Family-style restaurant, part of a nationwide chain, seeks individuals to prepare food and perform various related kitchen duties including prepping, grilling, frying & broiler cooking. Full & part-time; all shifts available. No experience necessary, will train. EOE

### CREWMEMBER

Burger King  
403 Mace Boulevard  
Davis, CA 95616  
916/756-5249 or 678-6800  
Attn: Manager

\$4.25+/hr DOE, plus meal discounts and free uniforms. Apply in person between 2-6pm at our Davis, Dixon, or Vacaville locations or call for more information. Perform various duties including cashiering, cooking, operating drive-thru window, and light cleaning. Full or part-time position with flexible day or night hrs. Our fast-food restaurant has a friendly staff that provides quality food & service. Must be dependable, enthusiastic, and enjoy a fast-paced work environment. No experience necessary, will train.

### CREWMEMBERS

Naugles Restaurants  
2234 El Camino Avenue  
Sacramento, CA 95821  
916/922-9208  
Attn: Manager

\$4.25-5/hr DOE, benefits available after 6 mos. Apply in person at any Sacramento, Stockton, or Lodi Naugles store. Looking for people with management potential. Perform various duties including cashiering, cooking, and operating drive-thru window. Sacramento, Stockton & Lodi area Naugles Restaurants promote from within. Full-time, graveyard & closing shifts available. Must be mature & career-oriented. No experience required.

### DISHWASHER

Woody's Classic Cookhouse  
& Cowabunga Bar  
2751 Fulton Avenue  
Sacramento, CA 95821  
916/485-4886  
Attn: Manager

\$4.50/hr DOE. Apply in person. Wash dishes, clean up kitchen, and perform general janitorial duties. Full-time, days & nights available. Woody's has 2 locations and a theme atmosphere. Will train. EOE

"To avoid criticism do nothing, say nothing, be nothing."

-Elbert Hubbard

### DISHWASHER

Carlos Murphy's Restaurant  
1801 Exposition Boulevard  
Sacramento, CA 95815  
916/924-3447  
Attn: Gary / Kitchen Manager

\$4.50/hr to start plus vacation after 1 yr and medical insurance. Call for appt or apply in person between 2-4pm. Clean & maintain storage areas, perform general inside & outside maintenance, and clean dishwashing station daily. Full & part-time; choose from all shifts! Unusually entertaining bar & restaurant offers challenging opportunities for leadership & growth. Must be well-organized. Prefer a self-motivated individual with the ability to work alone.

### LINE COOKS

Denny's Restaurant  
6401 Mack Road  
Sacramento, CA 95823  
916/689-2111  
Attn: Manager

\$5/hr DOE, plus full benefits including 7 vacation days after a yr and medical, dental & life insurance. Apply in person Tues between 2-3pm. Perform a variety of duties including cooking, prep work, and light janitorial jobs. Full & part-time, all shifts available (days, evenings & graveyard). National chain restaurant & coffee shop is open 24 hrs/day. Must be able to work well with others. Prefer knowledge of food preparation, storage, and quality control & sanitation practices.

## Restaurant Managers Assistant Managers

for high volume  
steakhouse restaurants  
in the Sacramento area.

Send resume to:

c/o CJJ Dept L29  
P.O. Box JOBS  
Sacramento, CA 95841

## RESTAURANT MANAGEMENT

SKIPPER'S, the West's largest quick serve seafood restaurant chain, is now seeking a limited number of entry level and experienced mgmt personnel for Sacramento and San Joaquin Valley locations.

Skipper's offers a structured training program, competitive salary, incentive and fringe benefits, along with career growth opportunities.

If you desire to be part of a winning team with excellent employee recognition, please send a resume in confidence to:

**Skipper's®**  
Skipper's, Inc.  
Personnel Manager  
P.O. Box 6849  
Bellevue, WA 98007  
EOE

## Planning/Construction Inspector

Salary \$28,000-34,000/yr depending on experience. Plus excellent benefits including medical/dental & life insurance, and pension.

### Requires:

- 5 yrs exp in construction design and planning.
- Ability to read and interpret plans and specs.
- Knowledge of topography, landscape & drainage.
- Xmt communication skills.

Send resume to:

Rancho Murieta Association  
7220 Murieta Drive  
Rancho Murieta, CA 95683

No calls, please  
EOE

## Earn \$1190 weekly

Large California Industrial  
Construction Company

Looking for the following:

- ◆ Pipe fitters
- ◆ Iron Workers
- ◆ Welders
- ◆ Industrial carpenters
- ◆ Equipment operators
- ◆ Electricians
- ◆ Laborers

Minimum 5 years experience in

New construction industrial plant work

Call for interview (707) 642-1615

Join our professional team of employment specialists!  
Apply in writing with complete  
work and salary history to:

**California  
Job  
Journal**

Karri Martin/Personnel  
2535 Capitol Oaks Drive, Suite 100, Sacramento, CA 95833

**LINE COOKS**

Mace's Restaurant  
501 Pavilion Lane  
Sacramento, CA 95825  
Attn: Matt Soga  
\$5+/hr DOE. Apply in person between 2-4pm, 7 days/wk. No phone calls please. Perform a variety of cooking duties including grilling, broiling and some sauteing of seafood, meats & poultry. Full-time evening hrs. Contemporary restaurant offers fine dining and is located in The Pavilions shopping center off Fair Oaks Blvd and Howe Ave. Some broiler cooking experience helpful. EOE

**PREP/LINE COOKS**

Jake's Sports Bar & Cafe  
7217 Greenback Lane  
Citrus Heights, CA 95621  
916/969-4474  
Attn: Manager

Up to \$5.25/hr DOE. Apply in person between 2-5, seven days/wk at above location or 535 Howe Avenue, Sacramento. Perform a variety of duties from line cooking to prep work. We are always looking for "premium" people. Full or part-time; all shifts available. Privately owned, 2-location establishment (formerly Flakely Jakes) is Sacramento's finest sports bar & restaurant. Will train. EOE

**RESTAURANT MANAGER**

H & H Pizza, Inc.  
Round Table Pizza  
31 East 6th Street  
Tracy, CA 95376  
Attn: Personnel  
Salary DOE, plus benefits available. Send resume. Perform a variety of duties including scheduling, training & overseeing staff in the capacity of manager, assistant manager & manager trainee. Looking for people to work in new & existing restaurants in the East Bay Area. Full-time, flexible hrs. & days. Franchise restaurant has 22 stores from Tracy to Oakland and in the East Bay Area. Experience in management preferred, but not required. EOE



**RESTAURANT CASHIERS**  
Sun Garden Restaurant  
at WOOZ Amusement Park  
500 Orange Drive  
Vacaville, CA 95687  
707/446-3939  
Attn: Personnel

\$4.25/hr DOE. Call for more info or apply in person between 9-5:30 Mon-Fri. Perform cashier duties including money handling, operating cash register, and other duties as assigned. Two shifts available between 8am & 11pm. New quality-oriented, full-service restaurant is located in the WOOZ Amusement Park. People skills a must. Experience preferred, but will train.

**RESTAURANT MANAGER**

El Caballo Restaurant  
67 Jack London Square  
Oakland, CA 94607  
415/835-9260  
Attn: Manager  
Salary DOE, plus medical/dental insurance. Send resume. Schedule, supervise bar & dining room, oversee customer service, and supervise a staff of 85. Full-time flexible position; 10-hr days. Located in the famous Jack London Square, restaurant has been in business 11 yrs and serves a fine Mexican cuisine. Requires minimum 2 yrs restaurant management experience.

**SALAD BAR HELPERS**

Sizzler Steak, Seafood & Salad  
4124 Florin Road  
Sacramento, CA 95823  
916/391-4124  
Attn: Manager  
\$4/hr DOE/DOQ. Apply in person or call for more information (may also apply at 5815 Madison Ave or 2204 Sunrise Blvd). 241-seat family restaurant with a friendly atmosphere seeks energetic, motivated people who are interested in a permanent position on Sizzler's quality team. Basic pantry position includes prepping food and cleaning the salad bar. Day & evening positions available. Must be willing to work flexible hrs. Great opportunity for advancement; will train!

**SHIFT SUPERVISOR (part-time)**

Taco Bell  
Cordelia Junction  
4401 Central Place  
Suisun City, CA 94585  
707/864-8734  
Attn: Negal  
Salary DOE. Call for appointment. Responsibilities include general supervision of a shift of 5-10 employees, ensuring quality service & cleanliness, handling cash control & audit, and performing administrative duties. PT flexible hrs; 3 days/wk to start (can become 5 days/wk if desired). Restaurant, located at the Cordelia Junction off Interstate 80, is a member of a large chain and has 40 employees. Must be energetic, motivated, and work well with others. Taco Bell experience a plus. Fast food experience helpful, but not required. EOE

**WAITER / WAITRESS**

Denny's Restaurant  
3520 Auburn Boulevard  
Sacramento, CA 95821  
916/481-1357  
Attn: Manager  
\$3.50/hr plus tips; vacation and medical & life insurance after 9 mos. Apply in person between 3-5 Tue, Wed & Thu. Serve food and cocktails (beer & wine), wait tables, and provide general customer services for this national chain restaurant. Full & part-time, day, night & graveyard shifts available. Must be friendly and personable. Experience preferred, but will train the right person. EOE

**WAITER / WAITRESS**

Happy Steak Restaurant  
5060 Stockton Boulevard  
Sacramento, CA 95820  
Attn: Manager  
\$4.25/hr plus tips. Apply in person. Privately owned, family-style restaurant seeks individuals to serve food & beverages, handle orders, and provide customer service. 1 full-time day shift and 2 part-time evening-shift positions available. Must be well-groomed and personable. No experience necessary. Will train. EOE

Never use your company's stationery or postage meter to mail correspondence to prospective employers. Most would consider such misuse unethical and an indication of poor judgment.

**WAITER / WAITRESS**

Sizzler Steak, Seafood & Salad  
4124 Florin Road  
Sacramento, CA 95823  
916/391-4124  
Attn: Manager

\$3.50/hr plus lucrative tips (\$75-100/night average), half-priced meals, medical & dental ins provided after 90 days for FT employees and paid vacation. Apply in person or call for more information. Sizzler, a family-oriented restaurant (seating 241), is currently seeking individuals interested in a permanent position serving food, beer & wine. Great opportunity for advancement; we promote from within! Full & part-time day & evening positions available. Must have a great personality, good people skills, and be willing to work flexible hrs.

**Special Education Teachers**  
\$20,610 - 29,884 +  
M/D/V/STRS, income protections

▲ RST — Resource Teacher —  
Work directly with students in a pull-out program.

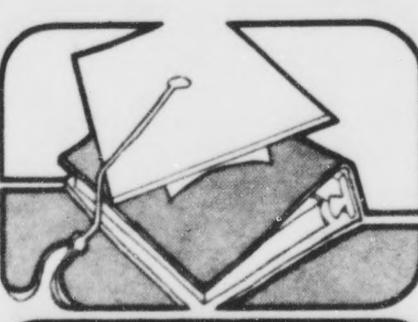
▲ Special Day Class Teacher —  
Work with special education students, ages 3-21, in a self-contained classroom. Requires appropriate credentials.

To apply, contact:

Bobbi Clause  
Director of Personnel  
Del Norte County Schools  
301 West Washington Blvd  
(707) 464-6141



THE UNIVERSITY OF SAN FRANCISCO  
Jesuit Education since 1855

**Education****INSTRUCTORS (part-time, temporary)**

Los Rios Community College District  
1919 Spanos Court  
Sacramento, CA 95825  
916/920-7912  
Attn: Certificated Personnel  
\$28,000-40,000/yr (prorated per lecture hr). Write/call between 7:30-2 Mon-Fri for info and district app. Apps are invited for ALL areas of instruction taught in the district (applying for a PT or temporary position does not in any way commit candidate or district). Academic subjects require credential and master's degree for current enrollment in a master's degree program. Vocational subjects req credential eligibility (based on work exp in subject & education). Eligibility consists of AA + 4 yrs work exp in subject, BA/BS + 2 yrs work exp, or master's degree in subject area. AA/EOE

**LECTURER (temporary)**

University of California  
Division of Environmental Studies  
2132 Wickson Hall  
Davis, CA 95616  
916/752-6750

Attn: Lola Brocksen / Administrative Asst  
Salary negotiable DOE/DOQ. Call for more information and expanded course description; apply by 11/11. Teach upper-division ecology courses EST 116 & 116G, an introduction to physics, chemistry, geology, and biology of the oceans. Work hrs per class schedule; temporary assignment, winter quarter (1/3-3/24/89). Requires master's degree or PhD and demonstrated effectiveness in teaching university-level courses in above subjects. AA/EOE

**LIBRARIAN I / II**

Tulare County  
2900 West Burrell  
Visalia, CA 93291  
209/733-6266

Attn: Personnel Department  
\$1528-2162/mo DOE/DOQ, plus benefits. Obtain application and file by 1/3/89. Tulare County seeks a reference librarian for the Visalia Public Library branch. Determine community interests, collect & analyze information, and assist with library needs. 40 hrs/wk. Requires knowledge of reference works, advisory services, library materials available for adults & children, and general library cataloging rules & procedures; and ability to communicate effectively with a variety of people. Level II requires 1 yr level I experience. Equal opportunity employer.

**We Need**

- Teachers/Teacher Aides (FT/PT)
- Substitute Teachers at:

**KIDS ON CAMPUS**

A nonprofit child care organization with 6 centers in Stockton, each with 6 teachers, 6-12 aides, with children 3-12 years of age.

TEACHERS/SUBS — \$6.92-9.23 per hr DOE/DOQ. Children's center instruction permit.

TEACHER AIDES — FT/PT-\$4.75-5.75 per hr DOE/DOQ. ECE experience preferred.

Submit resume or call:  
Sue Darst, Program Director  
**KIDS ON CAMPUS**  
2850 East Lafayette Street  
Stockton, CA 95205  
(209) 943-5371

**MONTESORI TEACHERS (2)**

Heads Up!  
445 East Charleston Road, Suite 9  
Palo Alto, CA 94306  
415/424-1221

Attn: Susan

\$200-1800/mo DOE/DOQ, plus medical ins and paid vacation. Call for app & information or send resume. RTJJ. Plan curriculum 2 hrs/day & teach in an excellent working environment using the Montessori method to encourage self education. Full-time positions available in Palo Alto and San Jose. Hrs vary, Mon-Fri. Req Montessori certification. Exp preferred, but not necessary.

**PROJECT COORDINATOR - MOBILE HIGHER EDUCATION CENTER**

Rancho Santiago College  
17th Street at Bristol  
Santa Ana, CA 92706  
714/667-3320

Attn: Personnel Services  
\$2149-2742/mo DOE/DOQ, plus excellent benefits. Call for more information and application form, file by 11/17. Establish liaison with community groups and organizations; schedule and make logistical arrangements for mobile center; arrange for advertising and on-site & general publicity; supervise center staff; and monitor budget. Involves travel within the district. 40 hrs/wk Mon-Fri. Requires BA degree, 2 yrs experience as a paid employee with exp in a college/university setting or with a community-based organization which provided exp relating to this position, and CDL. AA/EOE

**INSTRUCTORS**

Three full-time Basic Skills Instructor positions in Reading, English, ESL & Math. Reqs: Teaching exp & MA in English, Reading, ESL, Math; or teaching experience & MA in Education with specialization in Reading, ESL, Special Education, or Math. Must possess or be eligible for community college Instructor credential. These positions are contingent upon funding. Closing date: 11/10/88.

For position description and application contact:  
(209) 474-5059

**San Joaquin Delta College**  
Personnel Office  
Admin. Bldg. Room 202  
5151 Pacific Avenue  
Stockton, CA 95207

**Language Speech & Hearing Specialist in Amador County**

\$20,521-37,303 + \$300 for master's (87-88 schedule) M/D/V/L for employee; family coverage available.

Duties are to screen and/or evaluate students to determine which children need therapy & provide written diagnoses of each child in need of speech and/or language services; recommend students to IEP team and serve on team as necessary. Conducts conferences with parents and school & other professional personnel to require necessary information for complete appraisal of students' communicative abilities and needs; provides therapy as scheduled and within limits of state requirements regarding maximum case-load and as prescribed by individual needs of students. Valid California special education credentials required.

**Resource Specialists Full-time & half-time in Tuolumne County**

\$20,521-37,303 + \$300 for master's (87-88 schedule) M/D/V/L for employee; family coverage available. 37.5-hr weeks.

Provide, to parents and regular staff members, consultation, resource information, and material regarding individuals with special needs; provide direct instruction to pupils according to individual instruction plan; assess pupil's program on a regular basis, revising IEPs as appropriate and referring, to educational assessment service, pupils who do not indicate appropriate program; and serve on county office IEP team as necessary. Valid CA special education credential required.

**Teachers Severely Handicapped (2)**

\$20,521-37,303 + \$300 for master's (87-88 schedule) M/D/V/L for employee; family coverage available. One position each in Amador and Calaveras Counties. 37.5-hour weeks.

Establishes IEP (ie, goals and objectives and/or individually identify activities and materials needed to achieve goals and objectives.) Plans for efficient utilization of school and community support; provides instruction for each individual according to the level of achievement and ability toward preestablished objectives in a self-contained classroom. Need valid California special education credential.

To apply, contact:

**Kathy Bettger**  
Personnel Assistant

**Calaveras County Schools**  
Box 760, Altaville, CA 95221  
(209) 736-4662

**STUDY IN SACRAMENTO****Master of Human Resources & Organization Development**

An intensive program meeting one evening each week in Sacramento. If you are a manager, administrator or HRD specialist and are willing to work intensively for 18 months, this program may be of interest.

**ATTEND THE ORIENTATION**  
Tuesday, November 8, 1988, 6 pm

**601 University Avenue, Suite 155, Sacramento, CA 95825**  
(916) 920-0157



MERRYHILL  
COUNTRY  
SCHOOLS

**PRESCHOOL TEACHERS /  
PRESCHOOL-ELEMENTARY SUBSTITUTES**

Merryhill Country Schools  
2730 Eastern Avenue  
Sacramento, CA 95821  
916/485-2177  
Attn: Renee Reale / Personnel Director  
Salary commensurate with exp & qualifications. Send letter of app, resume & transcripts. Teachers develop & implement daily lesson plans, and care for & supervise children. Substitute teachers implement existing lesson plans and work on-call. FT, PT & long-term substituting opportunities available. Growing private preschool has 15 locations in SACRAMENTO, ROSEVILLE, ELK GROVE, and MO-DESTO, and is hiring for schools in ROCKLIN, NORTH ROSEVILLE, DAVIS, STOCKTON, NOVATO, and SANTA ROSA. Full & part-time positions available. Must meet Dept of Social Service's ECE requirements. EOE

If you are bored in your present line of work, you may want to consider a career change. It's foolish to remain in an occupational field you chose as a youth, if it doesn't satisfy your needs as an adult.

**TEACHERS (part-time)**

Bright Beginnings  
330 Golden Hinde  
Corte Madera, CA 94925  
415/924-1677  
Attn: Laura/Director or Gayle/Office Asst  
\$6-7.50/hr plus health insurance, vacation, holidays, and sick leave (totalling 5 wks/yr paid time off). Call for appointment: RTJJ. Plan & implement classroom lessons and activities, and supervise up to 3 teaching assistants for infant to pre-kindergarten age children (age depends on assignment). PT, 6-8 afternoon hrs/day. Licensed for 140 children, ages 3mos - 7 yrs. Requires minimum 6 ECE units. Some experience working with children preferred.

**THERAPEUTIC CHILDCARE COORDINATOR /  
PARENT EDUCATOR**

Family Resource Center  
Search Committee, CCC  
500 Hilby Avenue  
Seaside, CA 93955  
Attn: Child Care Coordinator  
Salary DOE, plus vacation, holidays, sick leave, and medical/dental ins offered after 3 mos. Send letter of application, resume, and 3 references. New position for visionary MA/MS in counseling, social work, related field, or equivalent for therapeutic childcare program. Facilitating parent education class and supervised therapeutic childcare center. FT position, Mon-Fri. Family Resource Center is a non-profit, child abuse prevention and treatment agency. Experience in early childhood education, staff supervision, public relations, and program development a must. Must be organized. EOE

**TODDLER/INFANT TEACHERS (4)**

Heads Up!  
445 East Charleston Road, Suite 9  
Palo Alto, CA 94306  
415/424-1221  
Attn: Susan  
\$6-8/hr. DOE/DOQ. Call for app & information or send resume; RTJJ. Work in conjunction with Montessori teacher to instruct classes of infant to preschool-age children in an excellent working environment. Part & full-time positions available in Palo Alto and San Jose. Hours vary. Mon-Fri. Req at least 12 ECE (early childhood education) units or a BA degree in childhood education. Exp preferred but not necessary.



**TRAVEL WEST ACADEMY**

**TRAVEL INSTRUCTOR**

Travel West Academy  
1812 Tribute Road, Suite H  
Sacramento, CA 95815  
916/921-9010  
Attn: Sharon Sequeira  
\$5-7.25/hr DOE/DOQ, plus medical insurance. Call for appointment or send resume. Teach travel industry classes using an established curriculum; deliver lectures, evaluate progress, and correct papers & tests. 40 hrs/wk (class hrs are 8-3 Mon-Fri). Travel West Academy has been providing trained travel agents and airline computer operators to the industry for nearly 2 yrs. Req HS diploma, 5 yrs travel industry experience (college can substitute for some exp), and knowledge of airline computer systems (preferably System II), ticketing/tariff regulations, and sales & teaching exp. AA/EOE

**W**hen William Washburn joined a major aerospace firm as an engineer in the late 1960s, he figured he had a bright future ahead. And, indeed, for the next decade he steadily ascended the corporate ladder, until he found himself appointed director of a major aircraft project.

For a while, the 42-year-old was elated, of course. But then, within a couple of years, he began looking forward to his next promotion and a new set of challenges. Five years later, he still hadn't received the promotion - despite the fact that his boss had rated him "excellent" in annual evaluations every year.

Washburn, who had never run into any serious roadblocks before, soon began to question his abilities as he became more and more disillusioned with his career. At home, meanwhile, he increasingly found himself arguing and bickering with his wife and two daughters.

Indeed, it didn't take long before he began to wonder if it was all worth it, whether it wouldn't be better to find another job or begin a new career.

Eventually, he decided to visit a career counselor. And that turned out to be one of the best decisions he ever made. As he puts it: "I realized that I was not alone, that as you move upward in a large organization, there become fewer and fewer opportunities for promotions. In the past, I had always put a lot of emphasis on rising to the top, but I realized that I needed to rechannel my energy into other areas like personal growth and helping others in my department become more proficient."

**A Growing Problem**

At one point or another, most individuals must realize they have reached a plateau in their professional lives. And while there is no shortage of reasons why, the results almost always are the same: depression, anxiety, and despair.

"It's one of the most serious issues facing management and individuals," says Michael Driver, a professor of management and organization at the University of Southern California and chairman of Decision Dynamics, a Los Angeles firm that specializes in career development. "And in terms of human and monetary costs, the result is startling."

According to a study conducted by Driver, fully half of all managers presently find themselves stuck at a career plateau. In

addition, millions of others from virtually every other segment of the workplace - computer programmers, assembly line workers, secretaries, bank tellers, even those who run their own business - see themselves in the same light.

And Driver believes the problem is only going to grow worse as baby boomers further clog the corporate ladder during the next 25 years. "In the past, the answer has always been expansion. Now, the business world is having to adjust to little or no growth and a lot of foreign competition. Add to this a higher mandatory retirement age, and it's clear that the squeeze is on."

**Defining Success**

Yet mathematics is only part of the overall problem. At the heart of the issue, says James R. Larson, an associate professor of psychology at the University of Illinois at Chicago, is an attitude a large number of us choose to embrace. "The majority of people define success in terms of their career mobility. As they find themselves moving up they feel good about

it. Then, all of a sudden, they stop moving up. And that's a hard pill to swallow."

Driver calls these people linear careerists. His research indicates they account for 69 percent of the managerial workforce. "They are people who have a very serious, structured outlook; some are workaholics. They need a set of measuring steps with constant rewards to make themselves think they are successful. Most are highly competitive and have a constant need to achieve."

Age and sex have very little to do with the phenomenon, notes Larson, "but it usually occurs 10 or 15 years after one takes a job." Adds Fred W. Vondracek, associate professor of human development at Penn State University and coauthor of the book *Career Development: A Lifespan Developmental Approach*: "The great increase in people looking for second careers and experiencing mid-life crises coincides with a plateauing process."

Of course, linear careerists aren't the only ones in the workforce. On the other side

of the fence are people Driver describes as steady-states. A classic example are those who work in government service. These individuals generally don't define their life entirely by their job. And many of them would rather do what they like than take a promotion and do something they don't particularly enjoy. They account for about 7 percent of the workforce.

The remainder of the population falls into two basic categories: spiral careerists, who actually change careers or jobs within a company several times (they comprise 20 percent of the workforce), and transitory job-hoppers, who move regularly from one company to another (4 percent of all individuals fit this category).

Naturally, the group Driver and other experts are most concerned about are the linear types. After all, "there's no doubt that all this has a profound effect on productivity," he explains. "It is a terrible waste of money from the standpoint of corporate efficiency when people become disillusioned and dissatisfied with their jobs. Not only does their job performance drop, but they start hurting other people around them."

Further compounding the problem, many successful high-level executives have trouble relating to the phenomenon, since they have never had the personal misfortune of encountering it. As Driver explains: "Those who must initiate these changes are the fortunate few who have already made it to the top. They can't help but see the others as losers."

And to a large extent, they are. Many wind up with serious physical and psychological problems as a result of their stagnation. Says Penn State's Vondracek, "The worst thing that can happen is for someone to plateau and do nothing about it. They will very likely go straight downhill. Why? Because they lose the excitement of having something to aim for."

Indeed for those who wind up in the bottleneck, heart attacks, high blood pressure, and a myriad of other health concerns can result.

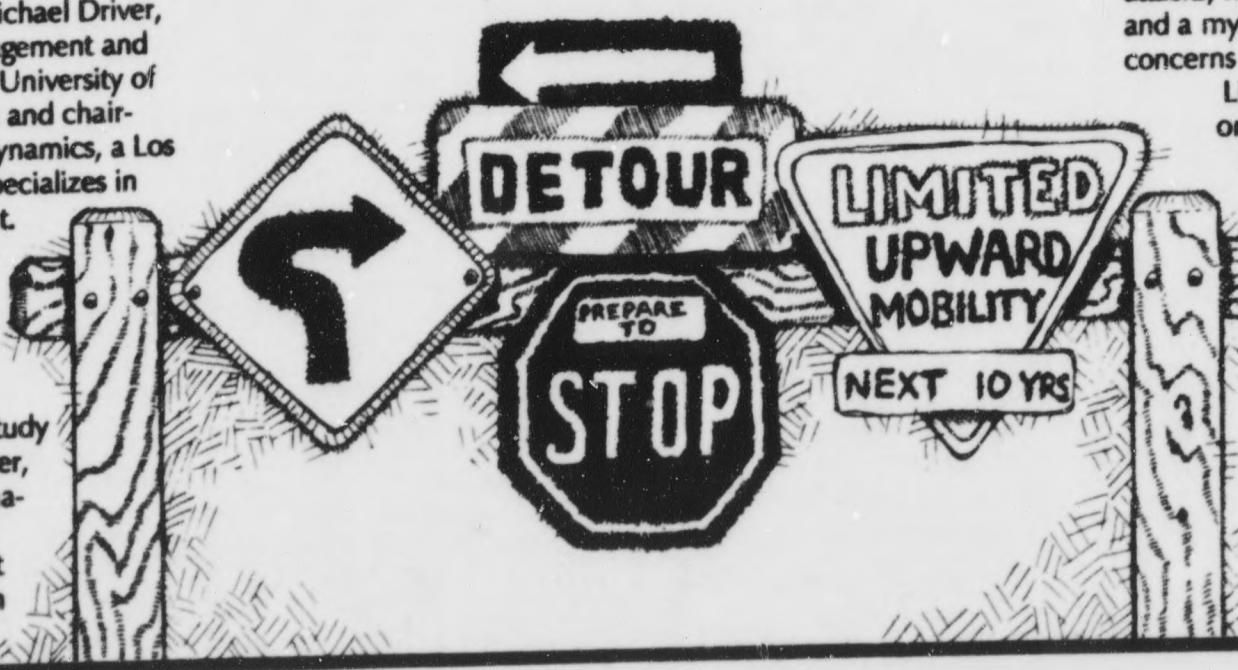
Linear types aren't the only ones who face serious problems in the workplace, however. Steady-states who wind up employed at a firm that puts heavy emphasis on upward mobility can experience their own set of problems. They are often castigated for their indifference toward promotions.

*Continued on page 11*

# CAUTION: Restricted Advancement Ahead

by Samuel Greengard

Career roadblocks often occur as individuals move upward in large organizations because of fewer opportunities for promotions.

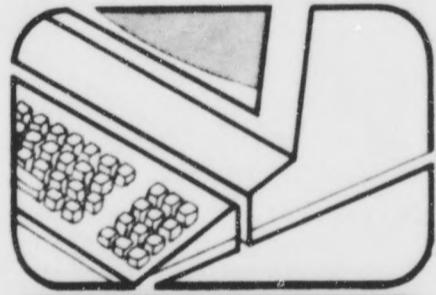


**VOCATIONAL TRAINERS (2)**

Vocational Training & Employment  
423 F Street, Suite 10  
Davis, CA 95616  
916/757-2311

Attn: Nancy Fiorini / Director

\$1352-1771/mo depending on position  
DOE/DOQ, plus medical/dental & vision insurance. Call or submit resume. Assist developmentally disabled adults in becoming competitively employed. 40 flexible hrs/wk. Requires knowledge of community-based training strategies and behavioral programming & implementation. Prefer degree in special education, rehabilitation, or related field. AA/EOE



## Electronics/ Data Processing

**COMMUNICATIONS TECHNICIANS (2)**

Hendrix Electronics  
P.O. Box 506  
Imperial, CA 92251  
Attn: Ray Russell / Service Coordinator  
\$7-15/hr DOE, + vacation, holidays, sick leave, medical/dental ins, and up to 4% paid retirement package. Send resume & refs; RTJJ. Operate & maintain 2-way radios and paging, microwave & multiplex systems. 40 hrs/wk. Motorola service shop, in business 30 yrs, specializes in installing & servicing communication systems. Req good verbal skills, CDL, and DMV printout. Must have professional appearance and be efficient & responsible. HS grad pref. Gen FCC license. National Business Assn cert. and min 2 yrs exp in communication maintenance a +. Will train local person. Must be US citizen. AA/EOE

**COMPUTER OPERATOR**

San Joaquin Delta College  
Administration Building, Room 207  
5151 Pacific Avenue  
Stockton, CA 95207  
209/474-5059

Attn: Personnel

\$1610/mo plus vacation, holidays, sick leave, and medical/dental, vision & life insurance. File all application materials including district form by 11/4. Operate mini & mainframe computers. Full-time. Requires knowledge of UNISYS 6930, VAX 11/780 & IBM System 36; ability to maintain a computer room and perform problem troubleshooting; and experience in the operation of medium-to-large mainframe in a multitasking/teleprocessing environment. AA/EOE

**COMPUTER OPERATORS (2)**

Digital Software Corporation  
275 Saratoga Avenue, Suite 260  
Santa Clara, CA 95050  
408/985-0606  
Attn: Melody Zanger / Director, Engr Svcs  
\$18,000-24,000/yr DOQ, + benefit pkg including 2 wks vacation, major holidays, sick leave, 401K plan, and medical/dental & \$50,000 life ins after 6 mos. Call for appl or send resume; RTJJ. Oversees basic computer functions relating to data entry using an IBMxx mainframe. 40 flexible hrs/wk; rotating shift work. Contract consulting firm offers engineering & support services to aerospace & defense contractors. Req IBMxx and 2 yrs MXS/XA computer exp, CDL, and car. Must have good communication skills, be adaptable, and enjoy teamwork. Prefer HS diploma. US citizenship required. EOE

**COMPUTER TAB WRITER**

C. A. Walker and Associates  
3800 Barham Boulevard, Suite 516  
Los Angeles, CA 90068  
213/850-6820

Attn: Al del Rosario / Vice President  
\$25,000-30,000/yr DOE, plus 2 wks vacation, holidays, sick leave, and Met Life medical & life ins. Send resume, references, and salary history/reqs; RTJJ. Utilize cross tab package to write computer specifications for survey questionnaire using an UNCLE system; and perform tabwriting, data cleaning, and table checking duties. Full-time, 8 hrs/day (flexible) 5 days/wk. College graduate preferred. Lotus dBase PC system experience a plus. EEO Employer

When faced with an unwelcome office visitor, stand up! (The other person won't sit down and get comfortable.)

**DIVISIONAL SYSTEMS ENGINEERS (3)**

Computer Associates International, Inc.  
10500 Sorrento Valley Road  
San Diego, CA 92121

Attn: Personnel

\$30,000-40,000/yr with incentive bonus, + sick leave, holidays, vacation, 401K plan, profit sharing, and medical/dental & life ins. Send resume; RTJJ. Install software, train, consult & provide high-level technical support to clients, and interact with Development Dept. Frequent out-of-state travel required. 40 hrs/wk 8-5. World's largest software firm serves 80% of Fortune 500 companies and is based in San Diego. Requires IBM mainframe & MVS systems knowledge. Must have good communication & presentation skills and transportation. Prefer experience with COBOL. AA/EOE M/F/H/V

**ELECTRONICS ENGINEERS (2)**

Versatron  
103 Plaza Street  
Heddsburg, CA 95448

Attn: Judith Voight / Admin Director

\$28,000-45,000/yr DOQ, + vacation, sick leave, holidays, credit union, 401K plan, and medical & life ins. Send resume; RTJJ. Work on driver development using prototype hardware, perform circuit design & analysis using AUTOCAD, and interact with customers & mechanical engns. Program leadership possible. Hrs 8-5 Mon-Fri. Firm manufactures state-of-the-art aerospace EM actuators. Req BS/MS in electronic engr, exp with analog & digital work, DC motor driver design, and personal computer analysis; good verbal skills; and ability to work with others. Prefer 1-2 yrs exp. US citizenship required. EOE

**COMPUTER DESIGNERS (2)**

Digital Software Corporation  
275 Saratoga Avenue, Suite 260  
Santa Clara, CA 95050  
408/985-0606

Attn: Melody Zanger / Director, Engr Svcs  
\$40,000-50,000/yr DOQ, + benefit pkg including 2 wks vacation, major holidays, sick leave, 401K plan, and medical/dental & \$50,000 life ins after 6 mos. Call for more info or send resume; RTJJ. Design advanced radar hardware programs for aerospace industry. 8-5 Mon-Fri. 75-employee contract consulting firm offers engr and support services to aerospace & defense contractors. Req BA in electrical engr, 4 yrs exp with circuit card simulation using CAE, and exp with VALID. Must be a team worker with good communication skills, a professional appearance, CDL & car. US citizenship required. EOE

**HARDWARE DESIGN ENGINEERS (6)**

Digital Software Corporation  
275 Saratoga Avenue, Suite 260  
Santa Clara, CA 95050  
408/985-0606

Attn: Melody Zanger / Director, Engr Svcs  
\$24,000-30,000/yr DOE, plus medical ins after 120 days. Send resume; RTJJ. Electronic component manufacturer has 12 unit employees and seeks a unit manager to conduct required production test on components for power switching on mainframe computers. Hrs 7-30-4 Mon-Fri. Requires BS degree in electronics and 3 yrs experience as test supervisor in the electronics field. Prefer experience with power switching components. Right to work req. AA/EOE M/F/H/V

**TEST SUPERVISOR**

Jeta Power Systems, Inc.  
2675 Junipero Avenue  
Signal Hill, CA 90806  
Attn: Agha

\$24,000-30,000/yr DOE, plus medical ins after 120 days. Send resume; RTJJ. Electronic component manufacturer has 12 unit employees and seeks a unit manager to conduct required production test on components for power switching on mainframe computers. Hrs 7-30-4 Mon-Fri. Requires BS degree in electronics and 3 yrs experience as test supervisor in the electronics field. Prefer experience with power switching components. Right to work req. AA/EOE M/F/H/V

**INSPECTOR - CLASS A**

PTM, Inc.  
401 East Alondra Boulevard  
Gardena, CA 90247  
213/532-2451 or 321-9308

Attn: Tony Wilson / Quality Control Mgr  
\$15-20/hr DOE, + vacation, holidays, and medical ins after 1 mo. Call for appt/apply in person; RTJJ. Inspect precision aircraft machine parts, landing gear, axles, support braces & bolts (mostly high-heat treated & steel parts and some aluminum parts). Hrs 7-3:30 Mon-Fri (48-50 hrs/wk) + overtime. Precision-machined aircraft parts manufacturer has been in business 19 yrs. Requires minimum 5 yrs hands-on machining exp, knowledge of trigonometry & shop math, and an ability to interpret blueprints, use inspection tools, and do precision first article layout of forgings & castings. AA/EOE

**PRESSER**

Carmel Cleaners  
3rd & Junipero Avenues  
Carmel, CA 93921  
408/624-3616

Attn: Cheong / Owner  
\$6-7/hr DOE, plus 1 wk vacation after 1 yr and paid holidays. Call for appointment; RTJJ. Press all types of dry cleaned garments. Full-time; 8-4 Mon-Fri. 3-press dry cleaner has 5 employees. Requires 1-2 yrs pressing experience. AA/EOE

**PRODUCTION COORDINATOR**

Explosive Technology, Inc.  
P.O. Box KK  
Fairfield, CA 94533  
707/422-1880

Attn: Ben Callis / Personnel Director  
Salary DOE, plus excellent benefit package including profit sharing. Send resume. Review drawings and other documents, prepare work packages, determine material requirements, compile labor hrs & costs, and determine packaging/shipping reqs. Full-time. Company manufactures explosive-actuated crew survival devices for the aerospace industry. Requires 2 or more yrs college and at least 2 yrs experience in production planning/scheduling or related manufacturing operation exp, and good verbal & written communication skills. EOE M/F/H

**ELECTRICAL INSPECTOR (7)**

TAD Technical Services  
3350 Scott Boulevard, Building #2  
Santa Cruz, CA 95054  
408/727-6460

Attn: Tim Conboy / Office Manager

\$10-11/hr DOE, plus 6 holidays and employee-paid medical ins. Call for appt or send resume; RTJJ. Inspect incoming electrical components by verifying parts and making sure inspection procedure is complete. Travel to various job sites. Hrs 8-5 Mon-Fri + some OT. Consulting firm has 30 yrs exp working with project managers in the technical support area. Requires at least 1 yr experience as an inspector of incoming parts in an electrical component capacity. Must be flexible and have good communication skills & own transportation. EOE

**ELECTRICAL/MECHANICAL ASSEMBLERS**

TAD Technical Services  
3350 Scott Boulevard, Building #2  
Santa Cruz, CA 95054  
408/727-6460

Attn: Tim Conboy / Office Manager

\$7-10/hr DOE, plus 6 holidays and employee-paid medical ins. Call for appt or apply in person; RTJJ. Perform cable assembly & wiring and some soldering & packaging of electrical components. Some travel to various job sites required. Hrs 7-4:30 Mon-Fri plus some overtime. Company has 30 yrs experience working with project managers in the technical support area. Requires at least 1 yr experience as electrical or mechanical assembler, and exp with firms or businesses in the electrical component industry. Must be flexible and have good communication skills & own car. HS diploma preferred. EOE

**MACHINE OPERATOR**

McDonald Supply Company  
1133 Blumenfeld  
Sacramento, CA 95815

Attn: Ruth Rose / Administrative Asst

Up to \$6/hr to start plus holidays & medical insurance after 90 days and 1 wk vacation after 1 yr (2 wks after 5 yrs). Apply in person. Work with steel: fabricating nuts, bolts, tools, and miscellaneous specialty items; use your skills to do hole-punching, shearing sheet metal or steel, grinding, and rolling flat bars. Good advancement opportunity for serious applicant. Hrs 8-5 Mon-Fri. Steel fabricator manufactures various nuts, bolts & tools and constructs an array of specialty items. Requires heavy steel fabrication experience or knowledge of the industry.

**PRODUCTION PRINTER**

Silicon Valley Screen Printing  
1725 Rogers Avenue, Suite E  
San Jose, CA 95112  
408/436-0225

Attn: Karen Conrad

\$4-7/hr. Apply in person; RTJJ. Operate an automatic silk screening machine, pull a squeegee, and occasionally box & sort products. 11-person shop (which hasn't laid off a single employee since its inception 3 yrs ago) prints textiles, with existing/custom designs, for wholesale. Full-time, day hrs Mon-Fri (plus occasional overtime). Must be able to read, write & speak English. Training provided.

**PRODUCTION SUPERVISOR**

Explosive Technology, Inc.  
P.O. Box KK  
Fairfield, CA 94533

Attn: Ben Callis / Personnel

Salary DOE. Call for more information or send resume. Full-time opening for a Production Supv with this manufacturer of explosive-actuated devices for the aerospace industry. Requires 2 yrs college education or equivalent, 7+ yrs experience in manufacturing/assembly operations, 5 yrs supervisory exp, knowledge of government contracts, and ability to read & interpret drawings. EOE M/F

**EMPLOYMENT OPPORTUNITIES**

Mare Island Naval Shipyard currently has immediate openings in the following positions:

### WELDERS SHIPFITTERS

(Steel worker experience will be considered for shipfitters position)

Applications are available at Mare Island Naval shipyard employment office located on the corner of Tennessee Street and Wilson Avenue in Vallejo, CA between the hours of 7:30 A.M. and 3:30 P.M. Monday through Friday, or by calling (800) 621-3368.

**MARE ISLAND NAVAL SHIPYARD**

Industrial Relations Office  
Recruitment Branch, Code 170.2  
Vallejo, CA 94592

U.S. Citizenship Required - An Equal Opportunity/Affirmative Action Employer

## SENIOR PROGRAMMER DEPARTMENT OF FINANCE

**\$2724 - 3521/mo. nth**

The City of Oakland's Department of Finance is recruiting a Senior Programmer who is a Systems Administrator with programming background in RPG III or COBOL and C/L languages. This position is within the City's Information Systems Division and is heavily involved in System/38 AS/400 installation, configuration, tuning, communications networking, data base administration/recovery and operation standards and procedures. Applicants must have a B.S. Degree in Computer Sciences, Business Administration, Accounting, or Math.

**DEADLINE:** November 7, 1988

Apply in person (8:30 am to 5 pm, including the lunch hour) or send a self-addressed stamped envelope and an application request to:

Employment Information  
**CITY OF OAKLAND**  
Personnel Department  
1417 Clay Street, Room 136  
Oakland, CA 94612  
(415) 273-3526

## ASSOCIATE PROGRAMMER MICROCOMPUTER SPECIALIST

**\$2236 - 2890/month**

Excellent opportunity for a micro-computer specialist with background in a System/38 Environment. Applicants must have completed two years of college including courses in computer programming; two years experience in programming and data processing; working knowledge of a major word processing software.

**DEADLINE:** November 14, 1988

Apply in person (8:30 am to 5 pm, including the lunch hour) or send a self-addressed stamped envelope and an application request to:

Employment Information  
**CITY OF OAKLAND**  
Personnel Department  
1417 Clay Street, Room 136  
Oakland, CA 94612  
(415) 273-3526

## SENIOR PROGRAMMER POLICE DEPARTMENT

**\$2724 - 3521/month**

The City of Oakland's Police Department is offering excellent opportunities for a Senior Programmer. Applicants applying must have a B.S. degree in Computer Sciences, Business Administration, Accounting, Mathematics or a closely related field. Three years of experience in data processing techniques, programming in COBOL applications and 1 year of assembly language applications is required. Also, a fourth generation language (4GL) is desirable.

**DEADLINE:** Open until sufficient applications have been received.

Apply in person (8:30 am to 5 pm, including the lunch hour) or send a self-addressed stamped envelope and an application request to:

Employment Information  
**CITY OF OAKLAND**  
Personnel Department  
1417 Clay Street, Room 136  
Oakland, CA 94612  
(415) 273-3526

## WELDERS SHIPFITTERS

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**MARE ISLAND NAVAL SHIPYARD**  
Industrial Relations Office  
Recruitment Branch, Code 170.2  
Vallejo, CA 94592

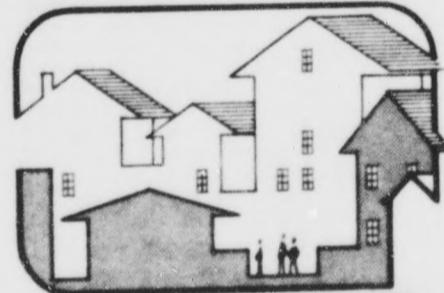
U.S. Citizenship Required - An Equal Opportunity/Affirmative Action Employer

**QUALITY CONTROL INSPECTORS (3)**

Southwestern Industries, Inc.  
5880 Centinela Avenue  
Los Angeles, CA 90045  
213/776-1125  
Attn: Paula Cisneros / Office Manager  
\$6.11/hr DOE, plus xmt benefits. Apply in person or send resume, references, and salary history/requirements. RTJJ. NO PHONE CALLS. Perform solder, harness & electronic stuffing inspections, test various manufactured units such as CNC machines, and perform touch up, wiring & assembly of units. Hrs 7-3:30 Mon-Fri. Precision instrument tools manufacturer has representatives nationwide. Requires 2-3 yrs exp in electronic assembly. Must have good communication skills and knowledge in soldering & reading blueprints. Prefer resident within 10 mile radius of plant. EOE M/F/H/V

**WASTE WATER SUPERVISOR**

Envirotech  
Waste Water Treatment Plant  
1010 Chadbom Road  
Fairfield, CA 94585  
707/429-3233  
Attn: Personnel  
\$15.19/hr (\$2430.40/mo) plus medical/dental insurance. Call for more information or apply in person by 11/15/88. Responsibilities include supervision of 2-8 operators, and the operation & preventative maintenance of 17.6 MGD tertiary treatment facility. 40 hrs/wk, shift work with rotating days off. Must have current Grade III certificate issued by the state of CA. Prefer experience in activated sludge, co-generation, and solids handling.

**Insurance/  
Real Estate****ACCOUNT EXECUTIVE**

Garlington Insurance Services, Inc.  
744 San Antonio Road  
Palo Alto, CA 94306  
415/424-0443  
Attn: Meredith Daniel / Vice President  
Base salary plus commission & benefits. Call for information: RTJJ. Provide customer service to establish new commercial accounts for pre-advertised business insurance programs. Generate & service unique programs to cover business assets, liabilities & employees. FT opportunity with advancement potential at this national commercial insurance agency in its new Bay Area location. Challenging schedule. 8-5 Mon-Fri. Requires minimum 3 yrs commercial line insurance experience. Property & casualty license preferred. Should be aggressive, personable & self-motivated.

**AGENCY OWNER / MANAGER**

Farmers Insurance Group  
8035 Madison Avenue, Building B  
Citrus Heights, CA 95610  
916/966-9088  
Attn: Paul Hook or Doug Dillard  
Six-figure income attainable within 2nd year. Call today! Seeking successful people to help become more successful. If you're approaching \$25K/yr or above, you're the one we're looking for. Leading US ins company seeks ambitious, independent self-starter to operate own agency, serving as owner/manager. We'll assist you in establishing a client base and provide training to help you develop a successful business. Unique opportunity to be in charge of all phases of agency ops/development. FT; hrs & days depend on desire to succeed. College degree preferred, but not mandatory. This could be the one!

**APPRAISER II**

County of Nevada  
Eric Rood Administration Center  
950 Main Avenue  
Nevada City, CA 95959  
916/265-1225  
Attn: Personnel  
\$1817-2209/mo. Submit official app by 4pm 11/10. Investigate, audit & appraise property for tax assessment purposes. Full-time; 40 hrs/wk. Requires 1 yr exp performing property appraisal work equiv to Appraiser I in Nevada County Assessor's Office OR at least 2 yrs FT exp as real property appraiser. Req possession of a valid certificate as appraiser issued by CA State Board of Equalization OR ability to obtain a temporary certificate immediately upon hire and a permanent one within 1 yr; and knowledge of factors, techniques, methods & principles involved in appraisal of real property. EOE

Managers, professors, suppliers, and other industry contacts are often troubled, even plagued, by requests for letters of reference. Some job hunters seem to think that a few glowing letters attached to a resume will provoke instant interest. The idea of using letters of reference to obtain entry to a company went out in the 1920s. Aside from letters required to gain entry to graduate school, a country club, or other arcane institutions, a letter of reference serves only two job-related purposes: It locks in what a prospective employer may be told about you even several years down the road and, while you are conducting a job hunt, it tests the kind of reference you will be given when a prospective employer talks to your boss.

An unsolicited letter of reference attached to a resume is probably a waste of time. The places you want a letter from your boss are in your personnel file and in your briefcase. If the letter is in the file and you have a copy, nobody (including your boss) can take revenge for grievances, real or imagined, by giving you a bad reference.

**Is It Believable?**

Let's look at what a reference letter can and can't do. We asked some employers, CEOs, and personnel administrators what they thought about them and here's what they said:

CEO: "I expect a letter to attest to an applicant's job-related results. If it's laudatory but non-specific, I disregard it. I want details, not puffery."

Personnel manager, Fortune 500: "I pay more attention to what isn't said. I'm always suspicious that a manager may be praising

Hopeful Applicant  
1988 Oak Street  
Anytown, USA

POSTAGE PAID  
13 OCT 1988  
283

**Persuasive  
Letters of  
Reference**

an employee so someone else will hire him and the manager will be rid of them. That's probably a cynical attitude, but it has been my experience."

Manager, MIS department with 74 employees: "I hesitate to write a letter which points up only a subordinate's good qualities. I've received letters like that and later discovered an equal number of negatives during an interview."

Reference letters should be believable, specific, and balanced. It is perfectly acceptable to guide the hand that writes the letter by attaching to your resume a memo which lists the specific skills and attributes you'd like him/her to address. You might also attach samples of the work you'd like mentioned. If you don't help, you may get a letter that says you have a sterling character, a strong work ethic, a cheerful disposition, and are pleasant to have around the office. In other words, it won't say you are capable of doing the job you are applying for.

A letter can be helpful if it covers only one part of your performance, providing that part is very important. It might, for instance, give several examples of your leadership skills: "Bob was especially effective in putting together a project team to automate the office. It wasn't easy because many of our secretaries were prepared to resist a radically different word-processing system. Bob produced a plan which got people involved in equipment selection and training." The letter could give one or two more examples of successful projects.

This letter is believable because it doesn't try to say that Bob is too good to be true. Bob might get letters from several other managers or supervisors to balance the picture. One might attest to his technical or managerial skills. Letters might expand the picture by talking about interpersonal skills, community involvement, or ways you've educated yourself. There is no all-purpose letter that's credible, even if the writer knows you very well.



**AMERICAN  
NATIONAL**  
INSURANCE AGENTS (2)

American National Insurance Company  
3050 Fife Circle, Suite 205  
Sacramento, CA 95827  
916/363-6979  
Attn: Rick Hailing

\$35,000 first-year potential based on commission plus bonus, and employee-paid medical ins avail. Call for appt. American National Insurance has appointed Richard B. Hailing to General Agent. He's seeking agents for the Sacramento area in the sales of personal lines insurance. Get into a business of your own for a very low cost. Full-time; flexible hrs & days. One of the largest major US ins companies, established in 1905, is rated A+ in Best Review. No experience necessary; training is provided. Must have excellent communication & people skills and be a hard worker. EOE

**HOUSING PROGRAM SUPERVISOR**

City of Oxnard  
325 South A Street  
Oxnard, CA 93030  
805/984-4655  
Attn: Personnel & Employee Relations  
\$2688-3280/mo + excellent bfts. File city app by 11/15. Position is in the housing assistance div. Manage 780 low-income housing units, work with private developers in providing incentives for unassisted housing development, supervise & participate in determining new housing applicant & program participant eligibility, and perform ref checks & other duties. FT. Req BA/BS with major coursework in social science, counseling, business, public admin, or related field; HUD-accredited public housing mgr cert; and 4 yrs responsible housing assistance program exp including 1 yr in a supervisory capacity. AA/EOE

**INSURANCE SALESPERSON**  
California Casualty Insurance Group  
8950 Cal Center Drive  
Sacramento, CA 95826  
916/364-0880  
Attn: Phil Nilan

\$25,000 average 1st-year income potential, plus benefit plan. Send resume or call for appt. Seeking enthusiastic individuals for our Sacramento location. Looking for a career change to increase income? Sell life insurance and tax sheltered annuities to our sponsored groups. Unique opportunity for advancement with this insurance firm, in operation since 1911. Full-time position with flexible hrs & days. Should be aggressive and self-motivated. Seeking experienced insurance salesperson, but willing to train the right person.

**INVESTIGATOR (WORKERS' COMP)**  
Craig S. Rogers Investigating  
P.O. Box 1029-281  
Van Nuys, CA 91408  
818/785-3925  
Attn: Craig Rogers / Owner

\$12-15/hr plus contribution toward medical ins for FT employees. Send resume: RTJJ. Investigate validity of workers' compensation claims (research doctors' reports, claimants personal background, and other pertinent facts). Full-time; set your own schedule, depending on case load. Well-respected private investigating firm is a member of the CA Fraud Investigating Association and the Workers' Comp Claim Investigation Assoc. Those without workers' comp experience need not apply. Bilingual skills a plus. EEO Employer

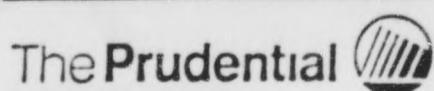
**Some job hunters seem to think that a few glowing letters attached to a resume will provoke instant interest.**

**Writing Letters for Others**

When you are asked to write a letter of reference for a subordinate or associate, it's not necessary to detail six good things and balance them with six flaws. You should be careful not to exaggerate abilities. The person who can walk on water doesn't need letters of reference. Using phrases such as, "Better than average manager," or "Exceeded our expectations for that position" gives the impression that the writer tried to make an honest evaluation.

While writing the letter, don't rely on your memory for the facts. Read a rough draft to the subject. You should check to see if you have included the information that would be most helpful in getting the job or being admitted to the graduate program.

Occasionally, you may be asked to write a reference for a person you can't honestly recommend or endorse. It's better to refuse tactfully. Say, "I know you've done good work, but I don't feel I can speak as positively as someone else might." Don't feel you have to give a full-scale performance appraisal. If the person pressures you for a reason you won't oblige, simply repeat that you feel someone else could be more helpful.


**MANAGEMENT TRAINEES**

The Prudential Insurance Co. of America  
777 Greenback Lane, Suite 206  
Citrus Heights, CA 95610  
916/722-1846  
Attn: Office

Starting salary up to \$500/wk plus comprehensive benefits package. Call for appt or apply in person. Financial planning with Prudential investments, insurance & banking. Help your clients achieve their financial success while you achieve yours with America's largest multi-line insurance company. Full-time. No previous experience necessary; exceptional training program (Career-Minded Only).

**MARKETING MANAGERS (4)**

San Jose Copia  
1101 So Winchester Blvd, Bldg A, Suite 103  
San Jose, CA 95128  
408/243-4516  
Attn: Mr. Prieto / Personnel

Base salary + commissions (\$40,000-60,000/yr avg potential). Call between 9am-12noon for appt; RTJJ. Work in learning environment with emphasis on mgmt skills in ofc supervision, budgeting, and employee recruitment. Advancement potential to own mgmt territory avail. Good opportunity for career-minded individuals with desire for future in finance. FT flexible hrs Mon-Fri. Expanding, national financial marketing firm currently has 300 on staff. Req HS diploma and general sales background. Must be a motivated, career-minded, self-starter with desire to learn & earn. Prefer life & disability license. EOE


**PROPERTY MARKETING SECRETARY**

Western Farm Credit Bank  
P.O. Box 13280-A  
Sacramento, CA 95813  
Attn: Property Marketing

Salary DOE, plus excellent benefit plan offered. Send resume. Leading agricultural financial institution has openings for an experienced escrow/title secretary who seeks more challenging responsibilities in this field. Perform a variety of complex secretarial duties in support of the marketing of rural properties. Involves word processing, working with real estate documents, and responding to phone calls from prospective buyers. FT Mon-Fri. Req 3-5 yrs exp as a title/escrow secretary, knowledge of rural properties, computer skills, and ability to read & understand legal descriptions. EOE

If you're looking for work or considering changing to a new field, a career counselor can provide helpful information and assist you in making a wise choice.

For a list of accredited counseling services in the U.S. and Canada, consult *The Directory of Counseling Services*. It's published by the American Personnel & Guidance Assoc., 2 Skyline Place - Suite 400, 5203 Leesburg Pike, Falls Church, VA 22041.

**REAL ESTATE AGENT**

Help-U-Sell  
13475 Bowman Road  
Auburn, CA 95603  
916/888-0363  
Attn: Earl McPherson / Broker  
Commission potential of \$18,000+/yr DOE/DOQ. Phone for interview; RTJJ. Leads provided to market residential homes, commercial buildings, and undeveloped acreage. Pre-qualify incomes, draft apps/contracts, and track loan application processing & closing procedures. Company brokers for all of Placer County. FT with varied hrs & days. Req California RE license. Must be an independent contractor with personable manners. Exp preferred, but not necessary.

**REAL ESTATE AGENT**

Nelson-Rathwick Real Estate Brokerage  
40 East Shaw Avenue  
Fresno, CA 93710  
209/225-0685  
Attn: Dirk Rathwick / Broker  
Commission only. Call for appt or send resume; RTJJ. Use provided and self-generated leads for subdivision sales and residential resales. Establish accounts for investment brokerage & business acquisitions to generate income. Great opportunity with this expanding real estate office offering new marketing concepts. Work a flexible & challenging schedule to reap your rewards. Requires CA real estate license. Experience preferred.

**REAL ESTATE AGENTS**

Help-U-Sell  
2101 Geer Road, #110  
Turlock, CA 95380  
209/667-5400  
Attn: Joe  
\$24,000+ potential commission first year. Call for appt; RTJJ. Agents needed for our new office in a very active area to help handle an overabundance of leads. Full-time positions available in a relaxed and cooperative working environment. California real estate license required. Further training provided in our new and unique concepts. Newly licensed agents encouraged to apply.

**REAL ESTATE AGENTS (2)**

Sierra Land and Homes  
4131 South Shingle Road  
Shingle Springs, CA 95682  
916/677-9444  
Attn: Tony Escobar

\$30,000+/yr commission potential DOE/DOQ, plus benefit package. Call collect for interview; RTJJ. Immediate requirement for qualified real estate agents to establish contacts and market property in Amador & El Dorado Counties with an emphasis on raw land & subdivision sales. Sierra Land and Homes handles all types of RE with specific contact with ranches & land developments in the Placerville & Shingle Springs regions. FT, hrs & days vary based on individual schedule. Must possess CA real estate license and have extensive background in undeveloped & subdivision land sales. EOE

**REAL ESTATE AGENTS (3)**

ERA - Sierra Properties  
1400 Broadway  
Placerville, CA 95667  
916/622-0131  
Attn: Bud Zeller / Broker

Excellent commission only. Send resume or call for interview; RTJJ. Immediate openings for 3 dependable individuals to train as real estate agents majoring in both land & residential sales. Market all types of real estate for this leading realty agency in El Dorado & Amador Co. FT, hrs & days vary based on schedule. Must possess CA real estate license. We provide comprehensive training. No exp req.

How you speak is as important as what you say. Poor grammar and overuse of slang will give an impression that you are either undereducated or impudent.

**REAL ESTATE ASSOCIATES (10)**

Gilligan Griffin & Company  
10880 Wilshire Boulevard, Suite 200  
Los Angeles, CA 90024  
213/470-1781  
Attn: Steve Nardi / Sales Manager

\$75,000+/yr potential based on a progressive commission split. Call for appt or info; RTJJ. As an independent contractor, responsible for home & condominium sales, resales & leasing. Flexible hours & days. Successful mid-size Westwood firm has been in business for 20 yrs. Daily travel in LA area is required. Must have CA Real Estate license, transportation with insurance, and valid CDL. Candidate should be aggressive, dedicated & hard-working. Exp preferred, training provided. Great opportunity for new licensees. Must show proof of right to work. AA/EOE M/F/H/V (#10)

**REAL ESTATE BROKER**

Help-U-Sell  
2101 Geer Road, Suite 110  
Turlock, CA 95380  
209/667-5400  
Attn: Joe

\$40,000-100,000/yr commission potential in first yr. Call for appt; RTJJ. Motivated, energetic broker needed for new office. Use your knowledge & expertise to reap rewards with an overabundance of leads. Full-time position avail in a professional, lucrative environment with flexible hrs. This real estate office offers new & unique concepts. Requires CA real estate license. Good business & professional attitude desirable.

Immediate openings in the U.S. Department of Justice at the Federal Correctional Institution — Pleasanton, Dublin, CA. A rewarding career in corrections. Training, travel, excellent promotion potential.

**Federal Correctional Officer**

Starting salary \$16,851.00 plus premium pay for nights, Sundays, and holidays. 3.5 years general experience: P.L. 93-350 — must be under age 35.

**Physician's Assistants**

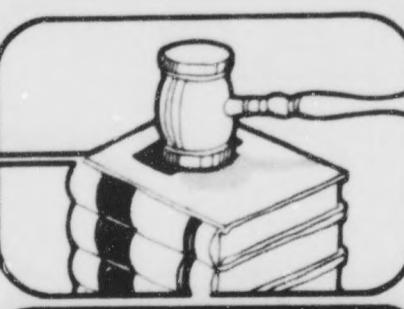
A rewarding career in the medical field in a correctional facility. Starting salary ranges (depending on qualifications) from \$18,726 per year to \$27,716 per year plus premium pay for nights, Sundays and holidays. Must have completed a course for physician's assistants: P.L. 93-350 — must be under age 35.

Contact personnel office  
**(415) 829-3522**

**REAL ESTATE SALES**

ERA - A&C Properties & Investments  
4996 Cherry Avenue  
San Jose, CA 95118  
408/723-0102  
Attn: Al Ching / Owner

50% commissioned salary DOE, plus medical & dental insurance, no monthly fee or desk rental. Call for appointment; RTJJ. One of the nation's largest real estate franchises seeks outside sales representatives to work as independent contractors. Make sales presentations to potential clients in designated areas. Full & part-time positions: hrs to be determined at interview. Must have real estate license, good communication skills, and own transportation. Excellent training program available. New agents welcome.


**Legal/ Public Safety**
**COMMUNICATIONS OPERATOR**

City of Ventura  
501 Poli Street, Room 200 / P.O. Box 99  
Ventura, CA 93002  
805/654-7853  
Attn: Personnel Office

\$1735-2109/mo plus excellent bfts. File city application, RTJJ. Answer incoming calls on the emergency telephone system. Process calls and alarms and dispatch police, fire and medical units as required. Req ability to perform effectively while under stress and in emergency situations requiring quick and accurate decisions; knowledge of police and/or fire call receipt and dispatching procedures, terms and codes. Must have good spelling and grammar skills and able to communicate clearly and effectively, and ability to type at a minimum rate of net 30 wpm. AA/EOE

Keep your personal problems out of the office.

**REALTOR ASSOCIATES (2)**  
Weeks Real Estate  
1700 McHenry, Suite E  
Modesto, CA 95350  
209/524-7901  
Attn: Dorothy Withrow / President  
Commissioned sales with excellent split. Call for appt; RTJJ. Associate will function as independent contractor, having use of fully-staffed office. Duties include marketing, listing & selling residential & commercial properties. This full-line residential, commercial & industrial office has been in business since 1952. It is well-respected in the community and very busy. Area is rapidly growing. Hrs vary. Applicant should be established agent for at least 2 yrs. Please, no new licensees!

**SALES REPRESENTATIVE**

The Prudential Insurance Co. of America  
10933 Trade Center Drive, Suite 102  
Rancho Cordova, CA 95670  
916/638-8600  
Attn: Rick Wills / District Manager

Starting salary up to \$500/wk DOE/DOQ, plus excellent benefits program. Send resume or call for appointment; RTJJ. Looking for mature individuals who want to sell a variety of financial services including insurance and investment programs. Unique opportunity to advance with the largest insurance company in the world. Flexible 40+ hr week. If you are bright, highly motivated, and have the initiative to build a solid professional sales career in insurance and investments, please contact us. We offer an extensive 2-yr earn-as-you-learn training program.

An affiliate of the **CMAlliance**

**SALES REPRESENTATIVE**

William Hawkins Agency  
CM Alliance  
2025 Hurley Way, Suite 150  
Sacramento, CA 95825  
916/929-5001  
Attn: Leon Rothstein / Training Supervisor

Commission plus salary subsidy and production bonuses for eligible candidates. We offer a continuous training program, advancement opportunities, and an excellent fringe benefits program. Send resume; all inquiries are kept strictly confidential. CM Alliance, a leader in the insurance & financial services field, has an opening for someone (with or without prior sales experience) to sell insurance & financial services to businesses & residents. Days & hrs to be discussed at interview. AA/EOE M/F/H/V (#10)

**REAL ESTATE BROKER**

Help-U-Sell  
2101 Geer Road, Suite 110  
Turlock, CA 95380  
209/667-5400  
Attn: Joe

\$40,000-100,000/yr commission potential in first yr. Call for appt; RTJJ. Motivated, energetic broker needed for new office. Use your knowledge & expertise to reap rewards with an overabundance of leads. Full-time position avail in a professional, lucrative environment with flexible hrs. This real estate office offers new & unique concepts. Requires CA real estate license. Good business & professional attitude desirable.

**POLICE SERVICE TECHNICIAN**

**\$1868 - 2270/mo**

**THE CITY OF EMERYVILLE** is looking for qualified persons who possess working knowledge of general office practices, operation of a police communications center, including a multiple-line telephone system and computer assisted dispatching. Must be able to understand criminal law and able to learn and use various codes in police work. A full-time position with rotating shifts. Excellent benefits package.

**Qualifications:** Must be at least 19 yrs of age and a US citizen. HS graduate or equivalent. Must have possession of a CA Drivers License.

Deadline for apps is 11/18/1988. Apps may be obtained by writing or calling:

City of Emeryville  
Personnel Department  
2200 Powell Street  
Emeryville, California 94608  
(415) 645-6161

EOE / AA

**California Conservation Corps  
Corpsmember Positions**

If you have the ambition, aptitude, a sense of adventure, between the ages of 18 and 23, not on probation or parole, a resident of the State of California, and not afraid of the outdoor work, then the C.C.C. is where you want to work.

We'll give you the training you need for the jobs we do, and a opportunity for advancement with excellent benefits.

We are looking for men and women of the State of California who are not afraid to make a contribution to the natural resources of the State of California, in return for room and board, and minimum wage.

If you are interested in extensive training and a challenge contact The California Conservation Corps Delta Center at (209) 948-7110 or 1-800-952-JOBS.

**California Conservation Corps**  
1202 North American Street  
Stockton, CA 95202

**POLICE OFFICER (lateral entry)**

City of Whittier  
13230 Penn Street  
Whittier, CA 90602-1772  
213/945-8200  
Attn: Personnel

\$2332-3065/mo + benefits including 10 vacation & 12 sick leave days/yr, 11.5 holidays, medical ins, retirement & credit union plans, and 9% PERS. File city application; RTJJ. Under supervision, perform law enforcement & crime prevention work, control traffic flow, and enforce state & local traffic regulations. City is 13 miles east of LA (population 70,000). Must be 21 yrs old and have HS diploma or equiv, 2 yrs FT exp with a CA law enforcement agency, good eyesight, normal weight/height proportions, Basic POST certificate, valid CDL, and clean DMV. EOE H

**POLICE OFFICERS**

Oakland Police Department  
455 7th Street, 7th Floor  
Oakland, CA 94607  
415/273-3338  
Attn: Recruiting Unit

\$2345/mo during 21-week training academy; \$2481-2991/mo after graduation + excellent bfts. 3-5 wks vacation, & \$500 uniform allowance. Call or apply in person (refer to this ad). Patrol designated areas protecting people & property, respond to emergency calls, & related duties in full-service police dept providing a variety of special svcs. FT, 5 days/wk. Req HS diploma or GED, min 21 yrs of age, weight proportionate to height, vision 20/100 correctable to 20/20 in one eye and 20/30 in the other with no color deficiencies, & valid Class 3 CDL. Must be US citizen with no felony convictions.

**SECURITY OFFICER**

American Protective Services, Inc.  
2801 Pine Valley Road  
Pinole, CA 94564  
415/758-1503  
Attn: Personnel

Up to \$6.25/hr after training depending on assignment, + bfts after 90 days (for FT). Call 9-5 Mon-Fri for info. Work for top mgmt at the finest office complexes, manufacturing plants, and refineries. Responsible for sophisticated control rooms, gate duties, and inside/outside walking patrols. No weapons. Will train for positions in CONTRA COSTA, NAPA, MARIN & SOLANO COUNTIES with Bay Area's leading & highest-paying security specialists. Req ability to work all shifts & weekends. Must be 21+, have own phone, reliable transportation, CDL, and references. Vets must have DD214. V/EOE

Better than counting your years is to make all of your years count.

**SECURITY OFFICER**

Vanguard Security Services  
3951 Performance Drive, Suite A  
Sacramento, CA 95838  
Attn: Receptionist

\$5-6.51/hr depending on site, plus supplied uniforms, medical/dental & vision insurance, 1 wk vacation after 1 yr, and credit union. Apply in person. Work for Sacramento's largest contract security firm. Observe, secure & report activity in shopping malls, business offices, hospitals, and industrial sites; file daily activity & incident reports. No weapons required. Full or part-time; hrs & days depend on site. FLEXIBLE HRS TO FIT COLLEGE SCHEDULE. Requires own transportation and in-residence telephone. Must be at least 18 yrs of age. No experience necessary; will train.

**Contra Costa County**
**Public Safety Dispatcher**

**Salary: \$1874-2277/month**

The Contra Costa County Sheriff's Dept encourages the applications of individuals interested in on-the-job training to become a fully qualified dispatcher.

Successful candidates will have the opportunity to work out of 3 communication facilities: Central Dispatch Bureau in Martinez; Delta Regional Communication Center in Antioch; or the Main Detention Facility in Martinez. Sheriff's dispatchers receive telephone & radio messages and record & relay the info to units from the Sheriff's Dept, 4 contract cities, 6 city police depts, 5 fire agencies, ambulance & The County Office of Emergency Services. All facilities operate on a 7-day, 24-hr basis & dispatchers may be assigned to any of the 3 shifts including weekends & holidays.

Applicants must have a valid CDL & possess a high school diploma, GED equivalency or HS proficiency certificate. The selection process includes a written test, performance test & oral interview. All candidates considered for final appointment must: (1) undergo psychological testing; (2) successfully complete a background investigation; (3) pass a typing test at 25 wpm; and (4) successfully complete a health exam.

Final deadline open. For application & other information contact:

**The Contra Costa Co. Sheriffs - Communications Division</**

Week of OCTOBER 31, 1988

**SECURITY OFFICERS**

Russian River Property Patrol  
P.O. Box 227  
Guerneville, CA 95446  
707/887-9378

Attn: Liz or Madeline  
Minimum \$4/hr DOE/DOQ; entry-level position. Call for appt; RTJJ. Established security company serving all of Sonoma, Lake, and Mendocino Counties needs people to protect properties, detect criminal activities, report incidents, and keep written daily log reports. Hrs and days (mostly evenings & weekends) to be discussed at interview. Exp not necessary; training provided.

**SECURITY OFFICERS**

Professional Industries  
Security Division  
5550 Commerce Boulevard  
Rohnert Park, CA 94928  
707/585-2127

Attn: Main Office  
\$4.50/hr and up DOE plus benefits depending on FT/PT status. Apply in person, 10-3 Mon-Fri (closed 12-1). RTJJ. Drive patrol vehicles, provide standing guard services, and work special events with both armed and unarmed positions available. Professional Industries, one of the fastest growing security businesses in Northern CA is owned & operated by a former chief of police. Varied hrs & days for this 24-hr operation. Req CA guard card and a clean record with no felonies. Must pass a written test, background check, meet height & weight standards and be in good physical condition.

**There is never a right way to do a wrong thing.**

**SECURITY OFFICERS (8)**

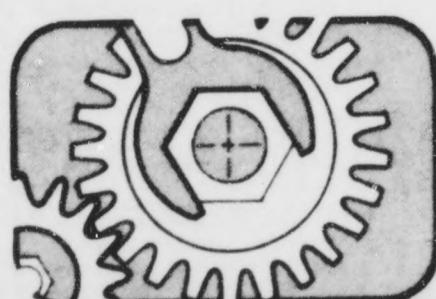
Pedus Security Services Inc.  
3500 West First Street  
Los Angeles, CA 90004  
213/251-0235

Attn: Personnel Department  
\$5+/hr DOE/DOQ, plus 1 wk vacation after 1 yr, holidays, and medical ins after 90 days. Apply in person between 9-3 Mon-Fri (bring CA identification & SS card) or call for more info; RTJJ. Provide protection for people & property. Full-time, all shifts available. Security company, in operation 10 yrs, has 4 offices in CA and over 1,000 employees. Must have good hearing & eyesight. No experience necessary. State guard registration a plus. Req US citizenship or right to work. Uniforms provided. EOE

**SECURITY OFFICERS**

Redwood Empire Security  
2331 Coddington Center, Suite E  
Santa Rosa, CA 95401  
707/578-8000

Attn: Office  
\$4.25-7/hr DOE/DOQ, plus training & uniforms. Call for appointment. Unarmed/armed fixed posts & foot-patrol positions providing uniformed protection for residential, commercial & construction sites; file daily log and maintain incident reports. POSITIONS ALSO AVAILABLE IN MARIN COUNTY. Flexible full & part-time Santa Rosa-based security firm services the entire North Bay area. No experience necessary will train, but military or law exp a plus. Must be 18 yrs or older, have CDL, DMV printout, no felony convictions, reliable transportation, and in-residence phone.

**Mechanical/Service & Repair****APPLIANCE TECHNICIAN**

ADJ Appliance  
1622 East Mission Road  
Fallbrook, CA 92028  
619/723-9090

Attn: Patty / Owner  
\$7-10/hr plus benefits after 90 days; vacation, sick pay, life ins, and retirement after 1 yr. Call for appointment. Perform in-home repairs on washers, dryers, stoves & refrigerators. Hrs 8-5 Mon-Fri. Household & commercial appliance service is located in North San Diego County. Requires min 3 yrs appliance repair experience. DMV printout, and own basic tools. Only experienced technicians need apply.

**AUTO BODY & PAINT JOURNEY-PERSON**

City Towing & Body Shop  
1105 East Williams Street  
San Jose, CA 95116  
408/297-2212  
Attn: J.R. / Owner  
Base rate of \$10/hr DOE/DOQ. Call for appt; RTJJ. This established independent towing & body shop seeks an experienced body and paint person who can prepare paint, repair and restore damaged cars & trucks. Hrs 8-5 Mon-Fri. Requires 4 years auto body & paint experience. Must have own tools.

**AUTO GLASS INSTALLER**

Classic Glass Company  
917 Water Street  
Santa Cruz, CA 95062  
408/426-3675

Attn: David Rasmussen / Owner  
\$7-10/hr DOE. Call for more information or apply in person; RTJJ. Install windshields and other glass products in automobiles & trucks. May lead to management position. Hrs 8-5 Mon-Fri. Well-established, growing company in operation since the 1930's, has 8 employees. Requires minimum 1 yr experience as auto glass installer. Must have good communication skills. EOE

**Those who fear the future are likely to fumble the present.**

**AUTO GLASS MECHANIC**

Western Mobile Glass  
840 Barstow  
Clovis, CA 93612  
209/299-0771

Attn: Tony Flores  
\$7-10/hr DOE plus full medical, dental & life insurance. Call for appointment; RTJJ. Install windows in cars & trucks. 40 hrs/wk (between 4-6 days). Glass company has been in business since 1975. Must be dependable and have 3-5 yrs auto glass installation exp, own tools, CDL, and DMV printout.

**AUTO TECHNICIANS (2)**

Greenwood Pontiac / GMC  
7255 East Firestone Boulevard  
Downey, CA 90241  
213/928-3333

Attn: Larry Vaughn / Service Manager  
\$11-18/hr DOE/DOQ, plus 1 wk vacation after 1 yr (2 wks after 2 yrs), holidays, medical, dental & life ins, and profit sharing after 60 days. Send references or apply in person; RTJJ. Perform light repairs of vehicles including engines, electrical, and some used car reconditioning. Hrs 8-5 Mon-Fri. Large dealership has been in business 10 yrs. Requires auto repair experience, CDL, and own tools. Must be loyal & hardworking. ASE & GM training certificates preferred. Smog certificate a plus. Must have right to work. EOE M/F/V

**AUTOMOTIVE MECHANICS (2)**

European Performance  
2550 Mary Chase Drive  
Cameron Park, CA 95682  
916/677-5752

Attn: Mark  
Salary based on commission DOE, plus available benefits (to be discussed at interview). Call for appt, send resume or apply in person. Perform all aspects of automotive repairs on German automobiles. Full-time Mon-Fri (flexible). Brand new, well-equipped shop features 8 service bays and is ideally situated in a newly developed, desirable area in the Sierra Foothills (close to Tahoe & Sacramento). Req recent journey-level exp with German cars, specifically Porches, Audi & BMWs, and tools. Prefer dealership exp. ASE certification a plus.

**BOILER EQUIPMENT OPERATORS (2)**

California State University, Hayward  
Plant Operations  
25800 Carlos Bee Boulevard  
Hayward, CA 94542-3026  
415/881-3634

Attn: Personnel  
\$2050-2244/mo DOE/DOQ, plus excellent benefits including vacation, sick leave, medical/dental, vision & life insurance, and use of campus facilities. Call or send resume. Operate, maintain & repair boilers and auxiliary boiler room equipment. 40 hrs/wk; rotating shifts. Requires 1 yr experience operating, maintaining & servicing boiler-room equipment; and knowledge of heating, ventilating, refrigeration, air conditioning, and water treatment systems. AA/EOE

**Auto Mechanic**

Knapp Ford is looking for a mechanic to do Ford heavy-line and general repair on car and light trucks. Excellent flat rate and benefits.

Experience preferred but not required. Apply in person, 8-4 Mon-Fri, or call Jerry Wolnowski at:

**KNAPP (209) 982-1730**



555 North Main St.  
Manteca, CA 95336  
EOE

**CAR AUDIO TECHNICIANS (2)**

Al & Ed's Auto Sound  
1171 North Tustin Avenue  
Orange, CA 92667  
714/771-1188  
Attn: Philip Goldstein / Custodian  
\$275/wk draw DOE/DOQ, plus 33% commission on labor. 1 wk vacation after 1 yr, holidays and sick leave after 90 days. Call for appointment or send resume; RTJJ. Install security, audio, stereo, cellular phone & amplifier systems, and perform electronic troubleshooting (req some lifting up to 30lbs). Hrs 9-6 Mon-Fri & 9-2 Sat. Established in 1954, company now has 23 shops. Requires HS diploma, background in car audio systems installation & troubleshooting, and CDL. Must be motivated, hardworking, and enthusiastic. EOE M/F/V

**CONSTRUCTION EQUIPMENT MECHANIC**

Ditch Witch Equipment Company  
929 Stillwater Road  
West Sacramento, CA 95605

Attn: John Kilgour / Sales Manager  
\$6.50/hr to start plus 1 wk vacation 1st yr & 2 wks vacation 2nd yr; & medical/dental ins and profit sharing after 30 days. Send resume or apply in person. Repair & maintain light and heavy construction equipment. Hrs 7-4 Mon-Fri. Largest trencher company in Northern CA, in business 27 yrs, is an honest, outstanding leader in the industry and has 18 employees. Requires 1 yr experience in light or heavy construction equipment repair & maintenance. Must be honest & dependable and have own tools.

**"Committee: A cul-de-sac to which ideas are lured and then quietly strangulated."**

—John A. Lincoln

**ELECTRONICS REPAIR TECHNICIAN**

Hi-Tech Unlimited  
4777 North Blackstone  
Fresno, CA 93726  
209/224-4444

Attn: Front Desk  
Salary DOE (paid weekly) plus medical & dental insurance, vacation, sick leave and store discounts after 90 days. Call for information and/or application and schedule interview. RTJJ. Previous work experience references required. Hi-Tech Unlimited is a computer & electronics store. Hrs 10-6 Mon-Fri. Requires varied background in electronics related to burglar alarms, multi-line telephones, IBM PC computer repair, and coin-op video games (e.g. Pacman). Minimum 3 yrs experience in electronic repair a must.

**FIELD SERVICE REPRESENTATIVE**

Gold Country Copier  
144-F Hughes Road  
Grass Valley, CA 95945  
916/477-1184

Attn: Mike or Anita  
Salary negotiable DOE, plus mileage. Call for appt or send resume. Service & repair copiers for commercial accounts from Grass Valley to the Loomis area. Hrs 8:30-5 Mon-Fri. Small, growing 4-year-old company in the Sierra foothills specializes in copier sales, leasing & servicing, and is an authorized facsimile machine dealer. Requires 3 yrs experience in repair of Mita, Sharp, or Royal copiers. Must have transportation and be friendly, motivated & enthusiastic. Own tools a plus. EOE

**GM MECHANIC**

Campus Chevrolet-Toyota  
4202 Chiles Road  
Davis, CA 95616  
916/753-3352

Attn: Dominic Campanelli / Service Mgr  
Competitive salary DOE, plus vacation, holidays, medical ins, and uniforms provided. Call for appointment or more information. Responsible for automotive repairs (mostly heavy-duty) on General Motors cars & trucks. Full-time position; work 4 days/wk on a rotating basis. Clean, modern service department has 13 service bays and a low turnover rate. Requires GM dealership experience, own tools, and a good attitude. ASE certification preferred.

**Make a career move!**

Automotive Engineering has an immediate opening for a qualified service writer at its San Jose location. Must have major mechanical experience including:

- Engine R & R
- Rings and Valves
- Transmission Work

We offer: Good wages plus commissions, profit sharing, excellent benefits, Mon-Fri work week.

Just call  
Jim Peterson at  
(415) 533-6611  
for details

**CAUTION: Restricted Advancement**

*Continued from page 7*

Changing jobs is often viewed as the remedy to all anxiety. Yet, depending on the person and the circumstances, the move can either be a giant step forward or a major disaster.

"Sure, you can jump from one organization to another," Driver remarks. "But if you lack certain skills that are necessary for linear success, the odds of doing any better in another job aren't much greater. You might increase your salary, which is a nice thing in the short run, but soon reality sets in and it's back to the same old routine."

Amid all the carnage, the experts see a number of ways to successfully deal with these conflicts. One of the more effective solutions, says Driver, is for those caught in a career pinch to seek counseling.

Larson agrees: "Many people think of a promotion as moving up, and that's the only kind of change that's valued. But the fact is, a lateral move can put a person in a new job, with a whole new set of responsibilities and skills to learn. And somewhere down the line, it may actually help that individual get the promotion."

A few individuals, meanwhile, have been able to circumvent the problem altogether by creating what Driver describes as "their own spiral career path. They create the need for new positions — ones that don't already exist — and go around the logjam."

Despite all the problems, including a generation of college students that Driver describes as "more linear than ever," many see hope for the future. "Companies are beginning to take a good, hard look at human resources. They are recognizing the problem and looking for ways to resolve it. Ten or 15 years ago they would have said, 'Tough luck. If you don't like it go somewhere else,'" Driver explains.

Increased awareness notwithstanding, the experts agree that millions of individuals will undoubtedly find themselves hitting a career plateau at some point in their professional lives. The most important thing to remember, they say, is that it doesn't have to translate into disaster.

"If a person engages in a reassessment of what is really important, and what it is they really want to accomplish with the rest of their life, then a lot of good can come out of it," remarks Larson. "It can be a very liberating experience."

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Put your goals in writing. It's one of the best ways to keep your time and energy focused.

**MECHANIC**

Swanson Fahrney Ford  
P.O. Box 160  
Selma, CA 93662  
209/896-4121

Attn: Dennis Frazier / Service Manager  
Salary commensurate with experience. Benefits available after 90-day probation period along with profit sharing. Call for appt; RTJJ. Repair engine disorders for this new & used car dealership. FT position, Mon-Fri. Requires at least 3 mos exp with GM or Ford automobiles.

Career success depends more on **Attitude** than **Aptitude**.

**UNIVERSAL ENGINEERING INC.**

A hazardous waste management co now has the following openings.  
Salary DOE, + full benefit package.

**Fabricator/Mechanic**

Miscellaneous fabricating, truck/trailer repairs, and medium-duty welding.

**Diesel Mechanic**

Experienced with Cummins engines (in frame or major overhaul) and troubleshooting.

**Truck Driver**

End-dump experience preferred. Must have class 1 drivers license. Requires current DMV printout and verifiable truck driving exp.

Apply to:  
610 Industrial Way  
Benicia, CA 94510

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**Your career starts here!**

Learn about the many job opportunities available now. Talk to our professional staff about your future. Hiring now for full and part-time sales and service positions in many Bay Area and Valley locations.

Receive xlt pay with regularly scheduled salary reviews, vacation and holiday pay, plus employee discounts. Take advantage of our ongoing training programs to develop your career potential.

Contact the store manager at your closest Grand/Auto location during our extended hours of 7am to midnight.

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**GRAND/AUTO**

EOE



## MUFFLER INSTALLER

Allied Radiator and Muffler & Brake  
920 Gilman Street  
Berkeley, CA 94710

415/524-3860

Attn: Pat or Steve Watson

Salary negotiable DOE, plus vacation & holidays. Send resume or apply in person. Large 3-yr-old muffler shop has good clientele and seeks individual to install mufflers, custom bend & install tailpipes, and replace hangers & gaskets (optional brake work is available if there is a desire to learn). Excellent opportunity for advancement. Hrs 8-5 (days to be discussed). Requires at least 2 yrs experience installing mufflers.

## REPAIR TECHNICIAN / MANAGER

Television Repair  
P.O. Box 648  
West Sacramento, CA 95691

Attn: Keith Nelson

\$1800-3000/mo DOE/DOQ, medical/dental insurance available. Send resume, RTJJ. 4-person West Sacramento area television repair shop offers a management position with excellent working conditions. Diagnose & repair color TV sets, microwaves, stereos, and VCRs; calculate repair estimates, and manage shop. Hrs 9-6 Mon-Fri. Requires shop management and TV/VCR/stereo repair service experience.

## RV TECHNICIANS (2)

Almaden RV  
1569 Almaden Expressway  
San Jose, CA 95125

408/289-9442

Attn: Kathy or Don

\$9-12/hr DOE. Apply in person or call for appt; RTJJ. Duties include all phases of service & repair for all types of recreational vehicles, motor homes, campers, and trailers. Almaden RV is solely an RV service & repair shop. FT, 8-4:30 Mon-Fri. Req at least 2 yrs exp servicing RVs.

Good supervisors consider the opinions of everyone involved before reaching a decision.

## STEREO/VCR TECHNICIAN (part-time)

Paradise Sound  
860 South Winchester Boulevard  
San Jose, CA 95128

408/246-2446

Attn: Warren or Andrea / Owners

\$8/hr and up DOE/DOQ. Call for appt or apply in person and furnish resume, RTJJ. Repair home & car stereo equipment, VCRs and camcorders. PT position with potential to become FT. This is an electronics service center now expanding into sales of home & car stereos, electronics, and accessories. Office hours 10-6 Mon-Fri, 20-30 hr workweek. Req a HS diploma and own car. Prefer 3 yrs exp in factory-trained electronics.

## TIRE MOUNTER

Big O Tires  
9701 Folsom Boulevard  
Sacramento, CA 95827

916/362-0611

Attn: Owner

\$4.25-4.50/hr DOE. Apply in person. Retail tire store seeks individual to install tires using air guns & mounting equipment, and run errands. Full-time position; hrs & days depend on workload (store open Mon-Sat). Must be 16 yrs or older, have CDL and good driving record, and be clean & energetic. No experience required; will train.

Medicine/  
Health Care

## ACCREDITED RECORDS TECHNICIAN / REGISTERED RECORDS ADMINISTRATOR

Red Bud Community Hospital  
P.O. Box 6720  
Clearlake, CA 95422

707/994-6486

Attn: Personnel Department

Salary DOE, plus excellent benefits including vacation, holidays, sick leave, and medical/dental, life & vision insurance. Call for appt or send resume. 40-bed acute care facility is seeking an ART or RRA to work in the medical records department. Full-time, Mon-Fri. Join our friendly staff and work in a beautiful Northern CA recreational area offering waterskiing, boating & fishing. Must have at least 1 yr acute care hospital experience with DRG coding experience; 3 yrs preferred. EOE

## ANIMAL HEALTH TECHNICIAN

Bradshaw Veterinary Clinic  
9609 Bradshaw Road  
Elk Grove, CA 95624

916/685-2494

Attn: Amy

Salary commensurate with experience, plus excellent benefits. Call for appointment or send resume. Seeking a full-charge technician who is able to take radiographs, insert IV catheters, do blood work, and perform other duties. Full-time, flexible hrs include evenings & weekends. Busy 7-veterinarian practice is located in a growing community. Requires veterinary clinic experience. Must have good interpersonal skills and work well with a large staff. No license required; will train on the job. EOE

## CNA

Casa San Miguel, Inc.  
1050 San Miguel Road  
Concord, CA 94518

415/825-4280

Attn: Nursing Department

\$6.05/hr (increase in 90 days) plus excellent benefits including holidays, sick leave, health & dental insurance, and 2 wks vacation/1st yr. Call for appt. Join a supportive nursing team providing general patient care and ensuring that quality service is given to all patients. Great advancement potential. All shifts available, full and part-time. Must have, or be in the process of obtaining, nursing certification. EOE

You must find a job. It's not likely to come looking for you.

## CNA

Eskaton Glenwood Manor  
501 Jessie Avenue  
Sacramento, CA 95838

916/922-8855

Attn: Dir of Nursing or Staff Developer

Competitive salary plus excellent benefits. Apply in person. Seeking those who enjoy working with the elderly to provide quality care for all patients (including personal & emotional needs). Flexible hrs, all shifts available. 128-bed ICF ambulatory residence facility is a part of Eskaton. Great advancement potential with our large corporation. Requires certification. Must be patient & caring.

## RNs / LVNs

## If You're

seeking that perfect nursing job with the flexibility & stability you need,

## And You

enjoy geriatric care and that special closeness with your patients, apply today!

## We Offer:

Competitive salaries and excellent benefits package. Driftwood Convalescent is a part of ARA Living Centers which offers excellent career advancement and relocation.

Call: Fran Hagenbuch / DON

Driftwood Convalescent Hospital

8170 Murray Avenue

Gilroy, CA 95020

(408) 842-9311

ARA LIVING CENTERS

Immediate openings in a new existing psychiatric program for:



- Staff Psychiatrists (M.D.)
- Psychiatric Social Workers
- Rehabilitation Therapist
- Registered Nurses

Competitive Pay and Excellent Benefits

Interview & Relocation expenses available

Contact:

Dept of Mental Health  
Vacaville Psychiatric Program

Attn: Anthony Streveler  
P.O. Box 2000  
Vacaville, CA 95696-2000

(707) 449-6597

AA / EOE



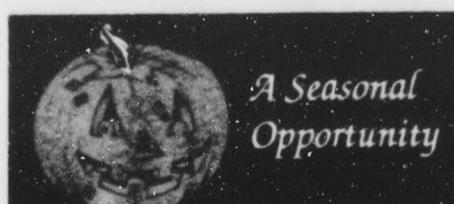
## CNAs / NAs / UNIT AIDES

Driftwood Convalescent Hospital  
1850 East 8th Street  
Davis, CA 95616

916/756-1800

Attn: Pat Foster

Competitive salary (new wage scales) plus excellent benefits including vacation, holidays, sick leave, medical/dental insurance, and bonus pay. Call for appt. Seeking caring individuals to join our friendly nursing team and provide direct patient care. Full & part-time and on-call positions available; day & PM shifts in a pleasant environment. 124-bed SNF is part of a large long-term care chain. No experience needed; certification not necessary. Will train. Housewives & retirees encouraged to apply! EOE



## MORTICIAN (floating)

Macabre & Sons  
13 Deadman's Curve  
Death Valley, CA 93133

800 BURIALS

Attn: Frank N. Stein / Corpse Recruiter

Salary DOE, plus term life policy and plot discount after 13 days. Drop by before deadline, Friday 1/13. The opening you've been dying for! Undertake various grave responsibilities and perform filler projects during dead time. Lay to rest notions of a relaxed position. What was eternally considered a dead field is hereafter coming alive with opportunities (which should raise some spirits). Expect stiff competition, FT, PT, or on-call. Must understand cryptic communications and avoid getting buried in details. Individual who doesn't dig work hasn't a ghost of a chance. EEEEOOWWW

Happy Halloween!

## CNA / NA

Heritage Convalescent Hospital  
5255 Hemlock Street  
Sacramento, CA 95841

916/331-4590

Attn: D.O.N.

Salary to be discussed, plus good benefits package. Call for appt or apply in person. Provide general patient care and ensure that quality service is given to all patients. Full & part-time and on-call shifts available. 99-bed skilled nursing facility, part of Sierra Medical Enterprises, is located by American River College. Great potential for advancement in our large corporation. No experience necessary. Certification provided in-house. Will train!

## CNAs / NAs

Parkland Convalescent Hospital  
1440 168th Avenue  
San Leandro, CA 94578

415/278-4323

Attn: Director of Nursing

Competitive salary plus xnt benefits including vacation, holidays, sick leave, and medical & dental ins. Call for appt or apply in person. Assess personal needs of patients and administer quality care. Full-time day shifts available. We have excellent opportunities for upward mobility in our large, growing corporation. If you're a caring person who is seeking a nursing career, come visit us today and see what ARA Living Centers can offer you! CNA certification preferred, but not mandatory. We offer pre-certification classes in-house. Bring your talents to us today!

## EXAMINATION ANNOUNCEMENT

## CHIEF MEDICAL OFFICER, CORRECTIONAL INSTITUTION

Possession of the legal req for the practice of medicine in the State of California, and two yrs of exp performing the duties of a physician or psychiatrist in a California state correctional facility, or four yrs of exp in the practice of medicine, including one year's practice in a hospital or correctional institution.

Range A: \$6952 - \$6984 per month

Range B: \$6952 - \$7081 per month

Submit a State application (form 100-678) to:

Department of the Youth Authority

Examination Unit

4241 Williamsburg Dr, Suite 115

Sacramento, CA 95823

All applications must be submitted by

December 1, 1988

(916) 427-4712

ARA LIVING CENTERS

## CNAs / NAs

Auburn Gardens Convalescent Hospital

260 Racetrack Street

Auburn, CA 95603

916/885-7051

Attn: Front Desk

Salary DOE, plus per diem rates available and full benefits package for full-time positions. Call for appointment. Looking for caring individuals to join our friendly, supportive nursing team in providing direct patient care at this 84-bed SNF, located in the beautiful Sierra Foothills. Full & part-time positions; all shifts available. Flexible scheduling! Certification not necessary, in-house training provided. Great job for second income, students & housewives! EOE

## COUNSELORS (3)

Savage & Taylor Associates

900 5th Avenue, Suite 202

San Rafael, CA 94901

415/454-5903

Attn: Pat or Darrell

\$12,500-17,000/yr DOE/DOQ. Xint bft pkg available immediately upon hire. Call for appt & info or send resume. RTJJ. Train developmentally disabled adults for innovative Marin County agency providing specialized residential & day services. Work in home & community setting to facilitate daily living activities including recreation, domestic management, and community integration. FT & PT positions avail w/ flexible scheduling, shift work, and/or overnight stays. Must be responsible, reliable & enthusiastic. 1+ yrs exp with developmentally disabled population and CDL preferred. Ongoing training provided.

## CT TECHNOLOGIST

Sonoma Valley Hospital

347 Andrieux Street

Sonoma, CA 95476

707/938-0292

Attn: Human Resources Department

Competitive salary plus comprehensive benefit package. Call or send resume. Join our professional staff and work in the X-ray department of this licensed 91-bed acute care facility located in the beautiful wine country of Northern CA. Full-time position; day shift. Requires minimum 1 yr hospital experience including special procedures. 5 yrs X-ray experience preferred. EOE

## DIETARY SUPERVISOR

Valley West Convalescent

1224 E Street

Williams, CA 95987

916/473-5321

Attn: Debbie Murillo

Negotiable salary DOE. xnt bfts include sick leave, vacation, holidays, and medical/dental, life & vision ins. Call for appt or send resume. 59-bed SNF is under construction & renovation (soon to be a 99-bed facility) and is looking for a dietary supv responsible for supervising, ordering & scheduling. FT position; flexible scheduling (hrs & days to be arranged). Join our friendly staff and relocate to a beautiful rural community close to xnt recreational activities including waterskiing & boating. Requires min 1 yr experience as dietary supervisor in an SNF, or will train person with equiv background. EOE



## Physical &amp; Occupational Therapists



**DIRECTOR OF NURSING**  
Fremont Nursing Center  
2171 Mowry Avenue  
Fremont, CA 94538  
415/793-8383  
Attn: Cindy Kuhle / Administrator  
\$3500/mo. DOE plus excellent benefits including medical, dental & life ins. credit union, profit sharing, vacation, holidays, and sick leave. Call for appointment or send resume. Seeking an interim DON to work with elderly patients in a new, special rehabilitation program, and fill in for DON during leave. Potential for full-time permanent position. Our 88-bed SNF has a friendly staff and provides quality patient care. Requires Calif RN license. Prefer exp working with psychogeriatric patients. Extensive training program provided. EOE

## CareWest

**DIRECTOR OF NURSING**  
Care West Manzanita  
300 Cherry Creek Road  
Cloverdale, CA 95425  
707/894-5201  
Attn: Monica  
Competitive salary DOE, plus excellent benefits including vacation, holidays, sick leave, and medical/dental insurance. Send resume. 72-bed SNF, located in a lovely rural community, has a great reputation for providing quality patient care and seeks a caring professional to join our supportive nursing team. Full-time position, Mon-Fri. Requires Calif RN license. Prefer DON & long-term care experience, and supervisory skills.

Call back your job prospects regularly. Unless they hear from you, they may think you're no longer interested.

**DIRECTOR OF NURSING SERVICES**  
Driftwood Care Center  
1220 Plumas Street  
Yuba City, CA 95991  
916/671-0550  
Attn: Shirley Ma / Administrator  
Salary commensurate with experience, plus excellent benefits. Call for more information or apply in person. We are seeking an RN with a genuine desire to work with geriatric patients in our 59-bed SNF. Direct, supervise & schedule nursing staff. Full-time Mon-Fri; flexible scheduling. We offer a supportive & caring staff, a pleasant working environment, and a beautiful area for relocation. Requires RN license and good communication skills. Long-term care experience a must. EOE

**DIRECTOR OF NURSING SERVICES**  
Indian Valley Hospital  
174 Hot Springs Road  
Greenville, CA 95947  
916/284-7191  
Attn: Administration or Personnel  
Negotiable salary + xint benefits including vacation, holidays, sick leave, and medical, dental & vision ins. Call for more info or send resume. Will be in charge of acute care/SNF unit. Responsible for supervision of departments, scheduling, and assessing needs for 2 units. FT. Mon-Fri (no weekends). Small, 25-bed hospital seeking that serious nursing professional who can be a good leader and have that personal touch with our nursing department. Must have RN license, administrative background, and good communication & interpersonal skills. Knowledge of Title 22 preferred.

### Restaurant Managers/ Equity Partners

We're looking for a few successful full-service restaurant managers who want more than just a job.

If you are ready to invest \$50,000 (or more) and time in your future, we need to talk!

### Excellent Salary Percentage

Send resume to:

**Brooks Company**  
c/o Terry O'Neill / Personnel Dir  
P.O. Box 12010  
Fresno, CA 93776  
or call  
(209) 485-8520

# Do You Have What it Takes to Run Your Own Business?



by Ananda Shakti

*Creating a satisfying business requires matching your personal desires, dreams, available money, and resources with the appropriate way to develop your business idea.*

### Positive

You are on your own.  
You are your own boss.  
You have all the responsibility.  
You control the results.  
You can live your own values.  
Your income is unlimited.  
You control your time flexibility.

### Negative

It can be lonely.  
There is no one else to blame.  
There may be no one else to help.  
You can't hide your mistakes.  
Others may have different values.  
Income sometimes vacillates.  
You must manage your time effectively.

These are some of the benefits and drawbacks of being in your own business. Can you handle the negatives? Pay particular attention to the fact that your income can (and will) vacillate and that there is no insurance or any of the other benefits you might get if you were employed. Be very clear that you are the sole problem-solver and must be self-motivated. These are not small items. No one cares about your success, except you. Not even your family will really understand. One other benefit that should be mentioned is the tax break. Many of your regular expenses become business expenses, especially if you run your business from home. If you keep immaculate records and can verify all your deductions, you can save from the tax man most of what you make. I know entrepreneurs who have grossed \$25,000 and paid \$100 in taxes. Keep good records. Pay your taxes; if you ever want to apply for credit you must be able to verify your income, and your tax returns will validate it.

In starting a business of your own you are able to "buy" into the business at whatever management level you'd like. The first level is self-employment. Here, whatever the business makes is yours. There are no employees, expenses are kept to a minimum, and usually the business is run from the owner's home. There are many, many businesses that can be started this way, particularly in the area of service. It is easily possible to start a business at this level without cash, but you substitute hard work and long hours (sweat equity) for the lack of capital. Janitorial, repair, consulting, catering, and day care services are a few of the many possibilities at this level.

Any business legally owned by one person is called a sole proprietorship. A partnership is the same thing with more than one owner. Sole proprietorships may or may not have employees. This can be a small business run from home or a major concern employing hundreds. After the business has started, the sole proprietor changes hats from entrepreneur to manager. A Mom-and-Pop grocery store is a good example. At this level it is also possible to become an executive by creating or buying an operation big enough to have information systems and enough employees and managers to need someone (you) to act in an executive capacity. Any of these forms or levels can become a corporation by filing the proper paperwork with the appropriate agencies. It is important to note here that business is flexible and can become whatever you want and need. A fledgling business can pass through all of the above levels if the owner has sufficient interest and skill.

Is this the time in your life to take the plunge? In order to make this evaluation, look at your present income. Is it possible to live on less? How much less and for how long can you live reasonably on that amount? What are your current obligations? Have you any savings or other resources? This information will give you the time frame available to you to produce a similar income. It will also help you understand the amount of capital you have access to.

Continued on page 21

### OWNER / OPERATORS

**EMTs / PARAMEDICS**  
Davis/Yolo Ambulance  
P.O. Box 1776  
Woodland, CA 95695  
916/662-1774  
Attn: Personnel Manager  
Competitive salary plus xint benefits including vacation, holidays, sick leave, and medical, dental & vision ins. Call for appt or send resume. Join a growing company with two private ambulance services located in Yolo County. Respond to medical emergencies (911 & private transports); urban & rural response is 10 calls per day. Great opportunity for experienced professionals to advance into management position. Full-time, 10 shifts per month. Must be CA certified and have a clean DMV record. Will provide assistance for cross certification. EOE

**Haul SEAC containers to and from Bay Area piers.**  
♦ Excellent pay  
♦ Great insurance available  
**Requires:**  
♦ Medical card  
♦ DMV printout  
♦ Class 1 CDL  
♦ Long wheelbase tractor

**Call:**  
**AMERICAN TRANSFER  
COMPANY**  
(209) 466-0111

EOE

## \$2 MILLION

I'm 26 years old, and I have earned over \$2 million in the last 18 months with a revolutionary new product!

### Dynamic Entrepreneurs needed now.

**(415) 825-5350**

**FAMILY NURSE PRACTITIONER / PHYSICIAN ASSISTANT**

West Modesto Medical Clinic  
1114 Sixth Street  
Modesto, CA 95354  
209/576-2845  
Attn: Joanne Helling/Clinic Administrator  
Competitive salary DOE, plus good benefits including vacation, holidays, sick leave, and medical/dental ins. Call for appt or send resume. Busy family practice, located in the San Joaquin Valley, seeks a caring individual to join our family-oriented community clinic in treating patients. Work with patients of ethnic backgrounds. Hrs 9-5 Mon-Fri. Requires FNP/PA license. Spanish as a second language helpful. EOE

**HEALTH INFORMATION SPECIALIST (PT)**

Solano County  
580 Texas Street  
Fairfield, CA 94533  
707/429-6321  
Attn: Personnel Department  
\$2255-2740/mo (salary based on FT employment and prorated benefits). Call for more info or apply in person by 11/22. Conduct direct health education activities for Perinatal Family Planning Program; perform client orientation sessions, initial & follow-up assessments, and care plan development; conduct outreach program; and develop health education protocols. PT (75%) position available in Perinatal/Family Planning Division of the Solano County Public Health Department. Requires master's degree in public/community health and 1 yr of maternal & child care health experience. AA/EOE

**LVN**

Care West - Sierra Nursing Center  
310 Oak Ridge Drive  
Roseville, CA 95678  
916/782-3188  
Attn: Andy Wallace / Administrator  
Excellent salary plus good benefits package (for full-time positions) including paid vacation, holidays & sick leave, and medical & dental insurance. Call for appointment or send resume. 67-bed skilled nursing facility is currently seeking enthusiastic, dependable individuals to join our supportive nursing team. Perform charge nurse duties including passing medications and treating patients. Full-time PM shift and part-time day shift available. Requires current Calif LVN license. EOE

**LVN**

Los Banos Convalescent Hospital  
931 Idaho Avenue  
Los Banos, CA 93635  
209/826-0790  
Attn: Director of Nursing  
Salary commensurate with exp. + xint benefits. Call for appt or more info. Small, friendly, 59-bed Eskaton-managed facility seeks LVN to administer medication and supervise NAs during assigned shifts. Full & part-time, all shifts available (choose your shift). If you are tired of the fast-paced traffic of the city and are seeking a change, come visit us today and see how beautiful & relaxing our surroundings are. WE OFFER \$1000 RELOCATION BONUS PLAN!! Requires Calif LVN license. Must be a caring nursing professional who enjoys working in long-term care. New grads welcome! EOE

**Director of Nursing****Stop and Evaluate Yourself**

Do you enjoy a close-knit working relationship with your staff?

Do you enjoy a one-on-one rapport with all patients?

If this sounds like what you need in a job and what you've been searching for, come visit us and see what we can offer you! Our small 50-bed SNF is seeking that special person to work as a Floor D.O.N. overseeing our nursing dept.

We offer a competitive salary & bnf pkg. Apply today. Contact:

May Wong

**Mission Bay Convalescent**

331 Pennsylvania Ave  
San Francisco, CA 94107  
(415) 647-3587

**Lassen Community Hospital**

Immediate openings for:

- ♦ Director of Medical Records - RRA or experienced ART
- ♦ Director of Physical Therapy - CA licensed (or eligible) need to be an experienced PT

Good compensation package and management benefits.

Send resume to:  
LuAnn Johnson  
Lassen Community Hospital  
560 Hospital Lane  
Susanville, CA 96130  
(916) 257-5325 ext. 266

EOE

**LVN**

Parkland Convalescent Hospital  
1440 168th Avenue  
San Leandro, CA 94578  
415/278-4323  
Attn: Director of Nursing  
Competitive salary commensurate with experience, plus excellent benefits including vacation, holidays, sick leave, and medical/dental insurance. Call for appt or apply in person. Responsible for supervising the nursing assistant crew and administering treatments to your caseload of patients at this 176-bed SNF. Full-time PM shift 3-11. If you are a serious nursing professional seeking the career you have always wanted, come visit us today and see what ARA Living Centers can offer you. Requires LVN license.

**LVN**

West Oakland Health Center  
700 Adeline Street  
Oakland, CA 94607  
415/835-9610  
Attn: Margaret Goods / Personnel Dept  
Competitive salary plus xint benefits. Apply in person or send resume by 11/7. Busy outpatient multi-specialty health facility seeks individual to provide direct care including treating patients and administering medications. Full-time 8:30-5 Mon-Fri. Requires Calif LVN license. Prefer 1 yr experience and clerical skills. EOE

**LVN / LPT**

Sacramento Mental Health Center  
2150 Stockton Boulevard  
Sacramento, CA 95817  
916/732-3637  
Attn: Mike Gilmarin / Crisis Unit Coord  
Competitive salary plus night differentials and complete benefits package for full-time employees. Call for appt or more information. Mental health facility, located in the heart of Sacramento, seeks nurses to work in our crisis unit passing medications, making clinical assessments, and relieving head nurses. Full & part-time positions. PM & night shifts available. Requires Calif LVN/LPT license. Experience in a psychiatric crisis unit preferred.

**REGISTERED NURSES**

FT & PT positions open (all shifts) in progressive cardiovascular care unit.  
**Qualifications are:** Must have been employed as a Progressive Cardiovascular Care Nurse a min of 6 months, or be an experienced Critical Care Nurse.  
Excellent salary and benefits including 1 mo paid vacation per year.

Apply at:  
**Dameron Hospital Association**  
525 West Acacia Street  
Stockton, CA 95203  
or call:  
(209) 944-5550 ext 3131

**AUBURN FAITH COMMUNITY HOSPITAL**

This 102-bed acute care hospital is located in the beautiful Sierra foothills.

Currently seeking caring professionals to join our health care team:

**Registered Nurses**  
Positions available in all departments.

**Licensed Vocational Nurses**  
Part-time & Per diem (Med/Surg)

**Medical Technologist**  
Per diem

**Occupational Therapist**  
Part-time & Per diem

**Respiratory Care Practitioner**  
Per diem

**Qualified candidates**  
please contact Personnel:

**Auburn Faith Community Hospital**

11815 Education Street  
Auburn, CA 95604  
(916) 885-7201 ext 721

**LVN**

Shields Intermediate Care Hospital  
3230 Carlson Boulevard  
El Cerrito, CA 94530  
415/525-3212  
Attn: Director of Nursing  
\$10.25/hr plus excellent benefits including vacation, holidays, sick leave, and medical ins. Call for appt or apply in person. Charge position responsible for passing medication and supervising staff. Great opportunity for individual with good communication & supervisory skills. Full-time PM or relief shifts available, flexible around your schedule. 45-bed facility has a friendly working environment, great working conditions, and offers opportunities for career advancement and upward mobility. Requires Calif LVN license. Must be caring and enjoy working with geriatric patients.

**LVN**

Pittsburg Care Center  
535 School Street  
Pittsburg, CA 94565  
415/432-3831  
Attn: D.O.N. or Administrator  
Competitive salaries commensurate with experience, + great benefits! Call for appt or apply in person. If you're an LVN, come visit us today! Seeking motivated & career-minded individuals who will be both an asset and delight to our patients & staff. Duties include administering medication and providing patient treatments. FT & PT positions. AM & PM shifts with flexible scheduling to suit your needs. Privately owned 49-bed SNF, located east of Concord, has great advancement opportunities for professionals who give quality care and have team spirit. Requires Calif LVN license.

**REGISTERED NURSES ONLY****EARN \$2634-2892/MONTH!**

The California Dept of corrections offers a challenging career with job security and excellent benefits.

Positions are available statewide.

For employment information call today.

1-800-622-WORK



EOE

**LVNs****EARN \$2,336/MONTH!**

Become a  
**MEDICAL TECHNICAL ASSISTANT**

with the State of California  
Department of Corrections

Outstanding benefits & statewide opportunities. If you have:

- ♦ LVN or RN license or 1 yr exp as a corpsman with proof of admission to LVN exam
- ♦ A High School diploma or GED
- ♦ US citizenship
- ♦ 21 yrs of age (no age max)
- ♦ Good physical condition (normal hearing and vision)
- ♦ No felony convictions or illicit drug usage

To apply call:  
1-800-622-WORK



Northern Testing Center  
P.O. Box 161329  
Sacramento, CA 95816

EOE

**SACRAMENTO MEDICAL FOUNDATION BLOOD CENTER****LVN OPPORTUNITIES**

Sacramento Blood Center  
1625 Stockton Boulevard  
Sacramento, CA 95816  
916/456-1500  
Attn: Receptionist

Competitive salary plus benefits. Apply in person. Positions available in our donor room & mobile departments. We provide training in all areas of the blood donation process, including phlebotomy & donor evaluation. Full & part-time, variable hrs and some weekends. We serve 42 hospitals in 11 counties. Requires Calif LVN license and CDL. Must have good driving record. EOE M/F/H

**LVNs**

Lakeshore Convalescent Hospital  
1901 Third Street  
Oakland, CA 94606  
415/834-9880  
Attn: Director of Nursing

Competitive salary plus benefits. Call for appointment. Charge nurse position responsible for passing medication and administering treatments. Full & part-time positions; flexible shifting. Small 38-bed facility is family-owned & operated and has a friendly, home-like atmosphere and great working conditions. Requires LVN license and geriatric experience. Must be motivated and enjoy working with geriatric patients.

**Piedmont Gardens Retirement Home**

is an SNF / Residential / Personal Care facility located in a pleasant environment. We have a friendly staff & flexible working conditions. Currently seeking the following:

- ♦ RN - LVN (SNF Unit) FT
- ♦ LVN (Personal Care) FT
- ♦ Receptionist - On-call
- ♦ Asst Activities Director -- PT
- ♦ Asst Supervisory Dietary - FT
- ♦ CNA - On-call
- ♦ Personal Care Asst - On-call

We offer competitive salaries and excellent benefits package for FT & PT employees. Seeking dependable, career-minded people to join our supportive crew today. Interested candidates call:

Janis

(Please, no drop-ins)  
110 41st Street  
Oakland, CA 94611  
(415) 654-7172

**ARA LIVING CENTERS**

is currently seeking nursing professionals to work in any of our 3 facilities in Pleasant Hill and be a part of our quality team.

**RN / LVN / CNA / NA**

All shifts

We offer you flexible hrs & days around your schedule, job sharing, and excellent benefits!

If you enjoy working with the elderly and giving your best, we want you! Come visit us and see what we can offer you. New grads welcome!

Contact: Sandy Heinrich

550 Patterson Boulevard  
Pleasant Hill, CA 94523  
Job Hotline (415) 932-3218

**ARA LIVING CENTERS****The Best Health Care Services Depend Upon The Best Staff**

Sutter Health is one of the largest health care providers in Northern California. Sutter Sacramento, an affiliate of Sutter Health, includes 677 bed acute care facilities located in Sacramento. Additionally, we have facilities in the communities of Davis, Vallejo, Novato, Crescent City, and Los Banos.

Boundless opportunities for health care and other professionals exist at our facilities. We believe that our human resources are our opportunity . . . our guarantee . . . for the future.



Please call  
1-800-544-8778

or send your resume:  
3000 L Street, Suite 104  
Sacramento, CA 95816

EOE/AA/M/F/H

**Sutter Health**

**MEDICAL RECEPTIONIST**

Retinal Consultants  
6660 Coyle Avenue, Suite 330  
Carmichael, CA 95608  
916/967-1110

Attn: Front Office Receptionist  
Salary commensurate with experience, plus  
vacation, holidays, sick leave, medical insurance,  
and pension. Call for appt. Currently seeking a dynamic & professional individual  
who is detail-oriented. Duties include answering phones, entering data, and serving patients (scheduling & providing insurance information). Current opening in our Sacramento location. Full-time Mon-Fri; weekends off. Growing practice has offices in the Sacramento & Stockton areas. Read medical receptionist exp. Must be motivated and have good communication & interpersonal skills. Ins knowledge preferred.



**Mercy  
Healthcare  
Sacramento**

**MEDICAL TRANSCRIBER**

Mercy Healthcare Sacramento  
Division of Catholic Healthcare West  
7750 College Town Drive, #101  
Sacramento, CA 95826  
916/386-3115

Attn: Lowell Carrel / Employment Coord  
\$8.25-10.03/hr, plus generous benefits package. Call or write for more information. Mercy Hospital is a 385-bed acute care facility located in one of Sacramento's most beautiful & distinguished residential areas. Seeking dependable professionals to join our team. Transcribe a variety of medical records & reports. Full-time PM shift available. Requires 1 yr recent medical transcribing experience, typing of 800 lines/shift, and substantial knowledge of medical terminology. EOE M/F/H

**NURSE PRACTITIONER / PHYSICIAN'S ASST**

Pershing General Hospital  
P.O. Box 661  
Lovelock, NV 89419  
702/273-2621

Attn: Administrator

Competitive salary plus excellent benefits including vacation, holidays, sick leave, medical/dental, vision & life insurance, and paid retirement. Call for appt or send resume. Seeking a family nurse practitioner to treat & counsel patients in our family-oriented clinic and acute care hospital. Full-time Mon-Fri. We are located in a lovely, small rural community that offers many recreation opportunities including fishing, hunting & water-skiing. Requires APN certification. EOE

**NURSES**

Solano County  
580 Texas Street  
Fairfield, CA 94533  
707/429-6321

Attn: N. Ott / Personnel Department

Salary DOE/DOQ. Call for more information. Nursing position available in the following areas of the County's Health Department: home health, institutional services, public health & clinics. Full & part-time positions available. Requirements include 1 yr clinical nursing experience and Calif RN license. AA/EOE



**Lodi Memorial  
Hospital**

**NURSING SUPERVISOR**

Lodi Memorial Hospital  
975 South Fairmont Avenue  
Lodi, CA 95240  
209/334-3411 x507

Attn: Nursing Department

Excellent salary & benefits. Call for appt or more information. Charge nurse position is excellent opportunity for a team leader who can administer medication and be a good teacher & supervisor. Full-time, 11pm-7am shift. 101-bed acute-care hospital, located in Northern CA, has a friendly atmosphere and flexible working conditions. Requires RN license. Staff supervision experience preferred.

**RN Unit Administrator**

14-station outpatient dialysis facility is seeking an RN unit administrator with a minimum of 3 yrs dialysis exp. Must have knowledge of CAPD. Management experience a plus.

Salary negotiable. Excellent benefit plan offered.

Call for appointment  
(707) 553-9174, Juanita Hill

**Community Dialysis Services  
of Vallejo**  
121 Hospital Drive  
Vallejo, CA 94590

by Cecily Sprouse, Sutter Health

**H**emodialysis machines function in place of a patient's kidney, cleaning out impurities in the blood for three to four hours, three days a week. This time-consuming procedure is what keeps patients alive who have lost the use of their kidneys. Dialysis patients may spend up to 700 hours per year on the dialysis machine.

The dialysis technicians who operate the artificial kidney machines become important people in the patients' lives. There are two general types of technicians in renal dialysis units of hospitals and in freestanding centers. Dialysis technicians are responsible for providing the technical support for all the dialysis equipment used in the treatment of dialysis patients. Over the past several years, a separate job classification called patient care technicians has developed to assist nurses in providing direct patient care needs, reports Vicki Jones, R.N., director of nursing at Sutter General Hospital. In some units, dialysis technicians are responsible for both equipment maintenance and caring for the patients on the machines. With the advances in the technology of the dialysis machines, fewer machine-trained dialysis technicians are necessary because the equipment is much easier to operate, monitor, and maintain.

Patient care technicians are responsible for putting the patient on the dialysis machine, which includes inserting the needle, injecting anti-coagulant drugs, monitoring vital signs, and responding to machine alarms and other problems. The patient care technician reports to a registered nurse who is responsible for interpreting all findings, coordinating, and directing care.

Dialysis technicians work simultaneously with patient care technicians. They may clean and test each individual's dialyzer, the filter used to remove impurities from the blood. At many facilities, each patient's dialyzer may be reused up to 15-20 times, so it is extremely important to ensure that it is in proper working order after each use. The dialysis technician reports to the chief technician.

Educational requirements for dialysis technicians include a preference for two college-level biological sciences or chemistry courses. Six to twelve weeks dialysis training in an approved dialysis center is usually provided on-the-job. The training includes machine operations, chemical interaction, water treatment, and dialysate baths.

## HEALTH CARE HORIZONS

**OFFICE NURSE**

Auburn Internal Medicine Group  
3237 Professional Drive  
Auburn, CA 95603  
916/885-1941  
Attn: Shirley Rowe  
\$1350-1450/mo DOE, + 2 wks vacation, holidays, sick leave, profit sharing (5 yr vesting) & pension, and medical ins after 3 mos. Send resume. Responsible for EKGs, treadmills, injections, phlebotomies, and assisting doctors with minor surgical procedures. FT position. Mon-Fri. Medical group consist of 5 physicians, an infectious disease specialist, and 2 gastroenterologists; will be moving into a new, larger building in the spring. Requires CA-licensed RN or LVN and ofc nursing exp. Must be organized and able to keep pace with a busy office. IV certification a plus. EOE

**OPTOMETRIC ASSISTANT (entry-level)**

Dr. Gary Scheffel, Optometrist  
3300 Coach Lane  
Cameron Park, CA 95682  
916/677-8886  
Attn: Jeanie Scheffel  
\$5.25/hr DOE (training salary) plus medical insurance contribution. Send resume. Read prescriptions and dispense & assist in fitting glasses & contact lenses. Part-time flexible schedule; will become full-time. 8-yr-old company offers exams and a full line of optical products, and has a second office in Sacramento. Cameron Park is in the beautiful foothills of El Dorado County, only 25 minutes from Sacramento. Must be organized, career-oriented, and familiar with optometric terminology. EOE

Failing to plan is planning to fail

**Dialysis Machine  
Technician**

Sutter General Hospital, a new 299-bed acute care facility located in Sacramento, seeks experienced PT, on-call machine techs for our 17-station renal dialysis unit. Requirements include:

- 2 college-level courses in biology, science, or chemistry
- Demonstrated mechanical and/or electrical abilities also required
- Completion of a previous hospital dialysis training program with proven experience desired

Competitive salary and comprehensive benefit package offered

Please send resume or apply in person to:

**Cheryl Barros**  
Employment Interviewer

**Sutter General Hospital**  
3000 L St, Suite 104  
Sacramento, CA 95816

EOE M/F/H

**Dialysis Social Worker**

Half-time position in free-standing clinic serving 78 patients. Requires MSW, LCSW. Knowledge of local social service agencies. Experience with psycho/social assessment, counseling, and discharge planning.

Please call or write:

**B.M.A. Dialysis Unit  
Providence Hospital**  
3100 Summit St, Box 23020  
Oakland, CA 94623  
(415) 893-2060  
Attn: Diane

**NEW WEST DIALYSIS CLINICS**

New West Dialysis, the largest chronic hemodialysis facility in the Sacramento area, is currently recruiting for the following positions:

- ♦ RNs
- ♦ Dialysis Technicians

FT, PT, days, nights (including Saturdays)  
Excellent benefits, profit sharing, and competitive salary. Facilities located throughout Northern California.

Send resume to:  
300 University Ave, Suite 201  
Sacramento, CA 95825  
No phone inquiries, please  
EOE

# Careers in Hemodialysis



Strong relationships often develop between the technicians who operate the artificial kidney machines and the patients who are kept alive by their efforts.

Patient care technicians must be certified by the State Department of Health. The technician must be familiar with dialysis management and medications. Educational requirements include a high school education with coursework in college-level health sciences preferred. Some experience in health care is also preferred. A six- to twelve-week training course required by the hospital teaches patient care technicians about dialysis procedures, patient care, equipment, and renal failure. The training is a combination of classroom and hands-on training. Dialysis technicians start at about \$17,000 per year in the Sacramento area and \$21,700 in the Bay Area.

The demand for dialysis technicians is not high right now, according to Jones. Turnover is exceptionally low because the technicians establish strong relationships with many of the patients. At Sutter

General, most of the dialysis technicians have been on staff for ten years. These technicians enjoy the bonding which naturally occurs with dialysis patients and a close staff. Also, the work hours for dialysis technicians are very stable, usually requiring no nights and only a few Sundays a year.

Advancement beyond patient care or dialysis technician requires additional training. There is no direct promotion from the position of patient care technician. Those who want further advancement generally return to school for their nursing degrees. Dialysis technicians can advance to chief technician with demonstrated proficiency in the operation of the dialysis equipment and management potential. With additional education and training, dialysis technicians can also become biomedical equipment technicians — a rapidly growing field in the health care sector. □

**NURSES**

Mendocino Coast District Hospital  
700 River Drive  
Fort Bragg, CA 95437  
707/961-1234 x289

Attn: Personnel Department

Competitive salaries plus excellent benefits. Call for information. Nursing positions available in OR, labor & delivery, med/surg, and ICU/CCU. Full & part-time positions available; varied shifts. This 54-bed ACU provides quality care and offers a wonderful living environment on the spectacular Mendocino Coast. Must have a Calif RN or LVN license. EOE

**RN Dialysis**

**Community Dialysis Services  
of Roseville and Auburn have  
the following openings:**

- ♦ Registered Nurses FT & PT
- ♦ Acute & Chronic care opportunities available

36-hr work week & competitive salaries with excellent benefit plan offered.

Immediate placement potential for experienced personnel.

Send resume to:

**218 Harding Blvd  
Roseville, CA 95678**  
Attn: Bobbi Tweedy

**Dialysis Social Worker**

Half-time position in free-standing clinic serving 78 patients. Requires MSW, LCSW. Knowledge of local social service agencies. Experience with psycho/social assessment, counseling, and discharge planning.

Please call or write:

**B.M.A. Dialysis Unit  
Providence Hospital**  
3100 Summit St, Box 23020  
Oakland, CA 94623  
(415) 893-2060  
Attn: Diane

## NUTRITION/DIETETICS PROGRAM

## COORDINATOR

Redding Industrial & Occupational Health Medical Group  
1920 California Street  
Redding, CA 96001  
916/241-5677  
Attn: Debra Chapman

Competitive salary DOE, + attractive benefit package including paid vacation & sick leave. Join our professional team. Coordinate & teach nutrition education & weight management for a medically supervised nutrition program. Full-time, Mon-Fri. Redding Industrial is a progressive medical facility located in beautiful Northern CA, less than 2.5 hrs from the Pacific Coast. Enjoy skiing in the mountains or boating at Shasta Lake. Reg a BA in nutrition or a registered dietitian. Prefer knowledge of physical fitness and group instruction exp. EOE

**CBA?**  
Confused by abbreviations?  
Help is on page 2.  
See the Reader's Guide.

## PHONE COUNSELOR

Mental Health Foundation  
P.O. Box 2170  
Aptos, CA 95001  
Attn: Asst Director

\$10+/hr DOE/DOQ. Mail resume, RTJJ. Will conduct phone counseling for clients in busy office. Coordinate and refer clients to support staff and write results of conversations for client tracking system. 50 hrs/wk with rotating days and shifts. Schedule to be decided at interview. Must hold or be eligible for a California marriage, family & child counselor's license, a licensed clinical social worker, or a PhD in psychology.

## PHYSICAL THERAPY ASSISTANT

Fairfield Physical Therapy Center  
1930 Pennsylvania Avenue  
Fairfield, CA 94533  
707/429-5423

Attn: Geraldine Morrison  
Competitive salary DOE, plus excellent benefits including vacation, holidays, sick leave, medical/dental & vision insurance, and 401K profit-sharing plan. Call for appointment or send resume. Join a growing physical therapy and sports medicine clinic with 3 Central Solano County locations (Vacaville/Fairfield). Administer physical therapy and treat patients. Full-time Mon-Fri. Must be CA licensed physical therapy assistant. Only Calif. LPT assistants need apply. EOE

## QUALITY ASSURANCE MANAGER

Red Bud Community Hospital  
P.O. Box 6720  
Clearlake, CA 95422  
707/994-6486 x129  
Attn: Margaret Ward/ Personnel Department  
Salary DOE, + xin bft incl vacation, holidays, sick leave, and medical, dental, life & vision insurance. Call for appt or send resume. Function as utilization review coordinator, provide risk management services, and coordinate the pre-admission process. Full-time, Mon-Fri; hrs to be arranged. 40-bed acute care hospital is near a beautiful Northern CA recreational area offering waterskiing, fishing & boating. Requires Calif. RN license, 1 yr experience in quality assurance, utilization review, and risk mgmt; and ability to relate to medical staff. EOE



Greenhaven  
Country Place

**We are looking for special nurses**  
Our 148-bed SNF is looking for caring individuals to join our supportive nursing team.

- ♦ Director of Nursing  
Exp in long-term care preferred.
- ♦ RNs / LVNs

We offer competitive salaries plus excellent benefits. Contact:

Greenhaven Country Place  
455 Flinn Road, Sacramento, CA 95831  
(916) 393-2550

**Roche Biomedical Lab**, a national clinical lab, has positions open for California licensed Med Techs. We are looking for people to join us in our commitment to quality and excellence. We offer a pleasant working environment and excellent benefit packages.

Please send resume or contact  
Human Resources Dept

**Roche Biomedical Labs**  
3714 Northgate Blvd  
Sacramento, CA 95834  
(916) 927-3211  
(800) 952-5691

## REHABILITATION NURSE

Crawford Health & Rehabilitation Services  
10411 Old Placerville Road, Suite 200  
Sacramento, CA 95827  
Attn: Branch Manager  
Competitive salary plus excellent benefit package and company car. Send resume; no phone calls. National rehabilitation consulting firm seeks an RN to work with doctors, employers, and patients in the medical & vocational rehabilitation of disabled adults in the private rehab sector. Full-time. Requires RN license, minimum 3 yrs general nursing experience including orthopedics, occupational health, auditing & utilization review; excellent written & verbal communication skills. Insurance rehab knowledge helpful.

## RESPIRATORY THERAPIST

Thompson & Darwisch Cardiopulmonary  
P.O. Box 6686  
Clearlake, CA 95422  
707/263-5651  
Attn: Carla Young / Cardiopulmonary Dept  
Salary negotiable, plus vacation, holidays, sick leave, medical insurance, and pension plan. Call for appt. Join the friendly staff at Lakeside Community Hospital, a 60-bed facility located in a clean, beautiful resort & retirement community. Looking for a respiratory therapist to treat patients and provide quality care. Full-time, varied shifts (days & hrs to be arranged). Must be a certified respiratory therapist. EOE



## RN

ARA Living Centers  
San Leandro, CA 94578  
415/829-8103  
Attn: Shirley or Joyce

Competitive salary commensurate with experience, plus excellent benefits including vacation, holidays, sick leave, and medical/dental insurance. Call for appt or more information. Large East Bay SNF, part of ARA Living Centers, currently seeking nursing professionals to fulfill our RN openings in San Leandro. Take charge of nursing staff, supervise, and pass medications. We offer excellent upward mobility and flexibility to our valued employees. PT, flexible weekend hrs. 99-bed SNF is under new management. Come visit us today—our career opportunities await you! Requires RN license. Good supervisory & interpersonal skills a must!

Industry today wants  
innovative, articulate,  
motivated employees.

## RN / LVN

Hilltop Manor  
12225 Shale Ridge Road  
Auburn, CA 95603  
916/885-7511  
Attn: Marya

Competitive salary (new pay rates) plus lucrative sign-on bonuses and excellent benefits including vacation, holidays, sick leave & medical/dental insurance. Call for appt. Seeking RNs or LVNs to join our professional nursing team. Pass meds and administer treatments. Full & part-time, PM and night shifts available. 205-bed SNF is located in the beautiful Sierra foothills. Requires Calif. RN/LVN license or interim permit. New graduates encouraged to apply. EOE

## ♦ Staff Psychologists ♦

Positions in Forensics immediately available with the dept of mental health's new psychiatric treatment program -- Vacaville.

Contact:

Mark Richman PhD  
Chief of Psychology Services  
D.M.H. Psychiatric Treatment  
Program  
P.O. Box 2000  
Vacaville, CA 95696-2000  
(707) 449-6504

- ▼ Supervisors
- ▼ Program Trainers
- ▼ Aides

FT & PT hours available  
in Marin homes for  
developmentally disabled.

Novato and San Rafael.

Benefits

Call Janice at  
**(415) 472-2373**

## RN (part-time)

Sonora Community Hospital  
One South Forest Road  
Sonora, CA 95370  
209/532-3161 x246  
Attn: Mary Lou

Salary commensurate with experience plus excellent benefits including vacation, holidays, sick leave, and health/dental & life insurance. Call for appointment. Long-term care unit seeks RN to treat patients and provide quality care. PT position; work every other weekend. Join a friendly nursing team at our 156-bed acute care and convalescent hospital, located in the beautiful foothills of Northern CA. Requires Calif. RN license. Long-term care experience preferred. EOE

## RN SUPERVISOR

Driftwood Convalescent Hospital  
1850 East 8th Street  
Davis, CA 95616  
916/756-1800  
Attn: Pat Foster

Competitive negotiable salary, plus excellent benefits (depending on hrs) including vacation, holidays, sick leave, bonus pay, and medical & dental insurance. Call for appointment. Supervise nursing staff in this 124-bed SNF that is part of a large long-term care chain. Full or part-time position; flexible scheduling. Join our professional, team-oriented nursing staff! Requires Calif. RN license. EOE

## RN - WEEKEND SUPERVISOR (part-time)

Community Convalescent Hospital  
1790 Muir Road  
Martinez, CA 94553  
415/228-8383  
Attn: Director of Nursing

Competitive salary plus excellent benefits. Call for appointment or more information. Seeking someone interested in a PT position on our weekend shift. Must enjoy working with the elderly and have the tender loving touch our reputation is based on. As a weekend supervisor, you will be in charge of supervising and passing medications. PT, flexible weekend hrs. 99-bed SNF is under new management. Come visit us today—our career opportunities await you! Requires RN license. Good supervisory & interpersonal skills a must!

## RN / LVN

Idylwood Convalescent Hospital  
1002 Fremont Avenue  
Sunnyvale, CA 94087  
408/739-2383  
Attn: Director of Nursing

Competitive salary, benefits available. Call for appt or apply in person. Supervise your shift as a charge nurse and handle the mental hygiene of your patients. Our independent management company has excellent career opportunities for upward mobility and flexibility. Full or part-time; all shifts available. 185-bed facility has skilled & Alzheimer units. Requires RN/LVN license. Must be a caring individual who likes working with geriatric patients and loves a challenging job. New graduates welcome.

## ♦ RN / LVN ♦

PT position for NOC Nurse, plus  
increase for years SNF experience

## ♦ CNAs ♦

\$6/hr + increase for years SNF exp

Come join our newly remodeled,  
upbeat facility! Contact D.N.S. at:

## Greenbrae Convalescent Hospital

1220 South Eliseo Drive  
Greenbrae, CA 94904  
(415) 461-9700  
Eskaton-Guardian Division

EOE

## RNs

Our privately owned 113-bed SNF is 30 minutes from Clear Lake & close to the Mendocino Mountains. If you're tired of fast-paced city life and looking for a change, come visit us!

We offer negotiable salaries and an excellent benefits package.

Paid relocation expenses & apartment location assistance for those moving into the area.

— All Shifts Available —

Contact Administrator or D.O.N.  
Mendocino Skilled Nursing Facility  
131 Whitmore Lane  
Ukiah, CA 95482  
(707) 462-6636

## RN / LVN

Carrington Convalescent  
5320 Carrington Circle  
Stockton, CA 95210  
209/473-3004  
Attn: Director of Nursing

Competitive salary plus full benefits including vacation, holidays, sick leave, and medical insurance. Call for appt. 99-bed SNF in the San Joaquin Valley seeks individuals to provide quality patient care. Join our professional, supportive, team-oriented nursing staff. RN full-time day shift (every third weekend on-call); and LVN night shift, Sun-Thu (Fri & Sat off). Calif. RN/LVN license required. Experience in skilled nursing preferred. New graduates are welcome! EOE

## RN / LVN (part-time)

Garden Nursing Home  
1410 Ocean Street  
Santa Cruz, CA 95060  
408/423-6045

Attn: Mary Anne / Director of Nursing

Competitive salary commensurate with experience. Call for more information. Charge nurse positions now available for successful nurses who enjoy working with the elderly. Responsible for supervision & treatments. PT, 2 nights/wk and Tue, Wed & Thu PMs; no weekends. Small, warm living facility has a home-like environment. Requires RN/LVN license. New graduates and re-entry nurses welcome!

## RN / STAFF DEVELOPMENT PATIENT CARE COORDINATOR

Terrero Gardens Convalescent Hospital  
14966 Terreno De Flores Lane  
Los Gatos, CA 95030  
408/356-8136

Attn: Cathie / Director of Nursing

Competitive salary commensurate with experience, plus excellent benefits including vacation, holidays, sick leave, Kaiser medical & dental insurance. Call for appt or send resume. Small, friendly facility seeks outgoing, career-minded nursing professional to train & supervise our nursing staff, administer quality care, and be a team leader. Hrs 8-5 Mon-Fri. Requires RN license. Must have good communication & interpersonal skills. Staff development certification class provided.

## RN (part-time)

Sacramento Mental Health Center  
2150 Stockton Boulevard  
Sacramento, CA 95817  
916/732-3637

Attn: Mike Gilman / Crisis Unit Coord

Competitive salary plus night differentials. Call for appt or more information. As an RN, you will be a charge nurse working in our crisis unit. PT flexible hrs, all shifts available. Mental health facility is located in the heart of Sacramento. Requires Calif. RN license. Psych crisis unit experience preferred.

Our progressive 49-bed acute care facility located in Hollister seeks enthusiastic and professional nursing personnel for the various departments:

## Head RN

- OB Department
- Staff Nurses
- OB 11-7 Labor / Delivery
- ICU 3-11 & 7-3
- Med/Surg 11-7
- ER flexible scheduling

We offer competitive salaries & excellent benefits. Relocation and interview assistance provided. We are a growing & expanding hospital, so individuals must have the ability to adapt to growth and change.

If this sounds like an opportunity for you to look into contact: Personnel Department

**Hazel Hawks**  
911 Sunset Drive  
Hollister, CA 95023  
(408) 637-5711 ext 667

## CLINICAL SOCIAL WORKER II

This is a part-time 50% position providing Clinical Social Work Services within the Hospice program. Qualifications include possession of a Master's Degree in Social Work and possession of licensure as a Clinical Social Worker or eligibility for Position will remain open until filled; Interviews may be held after Nov 14, 1988. Salary is \$1076 - 1614 biweekly prorated at 50%.

Please refer to job #1187-88 when applying to:

**UCD MC**  
UC DAVIS MEDICAL CENTER

Personnel Dept.  
UC DAVIS MEDICAL CENTER  
2525 Stockton Blvd, Room 1021  
Sacramento, CA 95817  
EOE M/F/H

## RNs / LVNs

Heritage Convalescent Hospital  
5255 Hemlock Street  
Sacramento, CA 95841  
916/331-4590

Attn: Director of Nursing

Salary commensurate with exp. plus xlt benefits & incentive program. Call for more info or apply in person. Ensure quality patient care, supervise nursing assistants, and administer treatments. Great potential for advancement in our large corporation. Full & part-time; all shifts available (flexible hrs around your schedule). 99-bed SNF (part of Sierra Medical Enterprises) has a low acuity level, a supportive team spirit, and is located next to American River College. Requires Calif. RN/LVN license. Must have good interpersonal & supervisory skills.

A resume is often a prospective employer's first impression of you. Package yourself attractively. Highlight your strengths and your outstanding accomplishments.

## RN or LVN

Care West Manteca Rehabilitation Center  
410 Eastwood Avenue  
Manteca, CA 95336  
209/239-1222

Attn: Director of Nursing

\$10+/hr (LVN), \$13+/hr (RN) + bft incl health & dental ins, retirement plan, 2 wks vacation 1st yr, holiday pay, and credit union. Call for appt/send resume. Seeking qualified RNs/LVNs to join our supportive team. Treat patients, supervise NAs, and be in charge of meds. Full-time PM and part-time night shifts available. 99-bed admitting rehab facility is in a growing, centrally located community (near the Bay Area) with affordable housing. Req current Calif. RN/LVN lic; strong rehabilitation skills & experience; and willingness to train for IV certificate. New grads encouraged to apply. EOE

PUBLIC HEALTH NURSE  
(HEALTH PRACTITIONER)

**\$2724 - 3013/month**

The City of Oakland is seeking a dynamic Public Health Nurse to work in the social services department's multipurpose senior services program (MSSP). This program is designed to provide services to elderly Oakland residents who are at risk of being institutionalized. Under the supervision of the supervising case manager, the health practitioner is responsible for conducting health assessments of elderly clients in the identification of factors that impede independent living. Requires 3 years professional nursing exp (2 yrs of which must have been in the public health environment that emphasized care of the elderly) and possession of a California public health certificate. DEADLINE: November 23, 1988

Apply in person (8:30 am to 5 pm, including the lunch hour)

**RNs (part-time & on-call)**  
LaSalette Convalescent Hospital  
537 East Fulton Street  
Stockton, CA 95204  
209/466-2066  
Attn: Director of Nursing  
\$13/hr (with benefits), \$14/hr (per diem). Benefits include vacation, holidays, medical/dental insurance, and profit sharing. Call for appt. Join the friendly nursing staff at our 122-bed SNF in the San Joaquin Valley. Looking for caring individuals to provide quality patient care. Part-time & on-call (all shifts available) and PT permanent positions (every other weekend). Requires Calif RN license. New graduates welcome! EOE



Glenn General Hospital

**RNs / LVNs**  
Glenn General Hospital  
1133 West Sycamore Street  
Willows, CA 95988  
916/934-3351

Attn: Kathleen Wells  
\$12.10+/hr DOE/DOQ, plus medical, dental, vision & life insurance after 30 days, vacation, holidays, sick leave, pension, and FREE TRIP TO HAWAII (after 6 mos) for full-time RNs! Send resume or call for appt. Perform direct patient care at this 32-bed general hospital. Full & part-time day shift positions in ER, OR & Med/Surg and PT night shifts available. Join our friendly nursing team and live in a beautiful small-town community. Requires Calif RN/LVN license. New graduates welcome. EOE

**RNs / LVNs**  
Casa San Miguel, Inc.  
1050 San Miguel Road  
Concord, CA 94518  
415/825-4280

Attn: Laura Smith / Asst Administrator  
\$13/hr (RN), \$10.50/hr (LVN) with increase in 90 days; plus excellent benefits including holidays, sick leave, health & dental insurance, and 2 wks vacation/1st yr. Call for appt. Join a friendly team of professionals and enjoy the great working environment at our SNF. Seeking caring individuals, dedicated to providing the ultimate in care, to treat patients. Great career advancement opportunities. Full or part-time PM or night shift (RN); part-time, all shifts available (LVN). Requires Calif RN/LVN license or interim permit. New graduates welcome! EOE

Thinking well is wise  
and planning well, wiser.

**RNs / LVNs (full-time & on-call)**  
Kit Carson Convalescent  
811 Court Street  
Jackson, CA 95642  
209/223-2231

Attn: Director of Nursing  
Competitive salary (including pay differential for night shifts) plus complete benefits package including paid vacation, sick leave, and 7 holidays. Call for information. Join our 140-bed SNF. Newly expanded facility needs nurses to provide long & short-term care to patients of all ages. Full-time, vacation relief & on-call shifts available. We have a friendly staff and are located in a scenic, small-town, gold country community. Must have a current Calif RN/LVN license. New grads welcome!

## Executive Nursing Manager

Position currently available in the San Francisco Bay Area. This friendly, home-like facility is seeking that special individual who can be a good team leader and able to organize and coordinate our nursing department.

This exciting career opportunity exists now! Excellent salary/benefit package. If you've been waiting for that nursing career with the independence & flexibility you've always dreamed of, please submit your salary requirements and history to:

CJJ Dept J11  
P.O. Box JOBS  
Sacramento, CA 95841

## RNs CNAs

Our beautiful, unique facility is part SNF & residential care. Overlooks Lake Merritt in the heart of Oakland.

We offer our nurses competitive wages & excellent benefits with flexible working conditions to fit your needs.

If you enjoy working with geriatric patients and have been searching for that close-knit relationship with your patients, this is the job you've been waiting for!

Apply today.

St. Paul's Towers  
100 Bay Place, Oakland, CA 94610

## SENIOR PSYCHIATRIC NURSE

Sacramento Mental Health Center  
2150 Stockton Boulevard  
Sacramento, CA 95817  
916/732-3637

Attn: Medical Director  
Competitive salary and complete benefits package. Submit resume. 55-bed crisis & acute inpatient facility is currently recruiting for an individual to oversee nursing functions within the psychiatric health center. Full-time flexible shifts avail. Minimum qualifications include RN license and 2 yrs psychiatric nursing or mental health counseling experience in an acute care or outpatient setting. Master's degree from an accredited college or university in nursing, psychiatry, mental health, or related field may be substituted for 1 yr of experience.

## SOCIAL SERVICES DIRECTOR

Cypress Acres Convalescent Hospital  
1633 Cypress Lane  
Paradise, CA 95969  
916/877-9316

Attn: Director of Nursing  
Salary negotiable DOE, plus xmt benefits incl medical, dental & life, vacation, and wellness program. Call for appt/apply in person (9-5 Mon-Fri). Flexible position with varied duties. Explain patient admission/discharge procedures, work with patients' families, and assist patients with personal needs. If you seek a change from busy city life, visit us and experience our difference. PT (may become FT) 8-5. 107-bed SNF w/29-bed pre-standing ICF is in a beautiful area. Req Medi-Cal/Medicare program knowledge. Must have great communication/people skills & be bondable. Training provided. Students accepted.

**Earnings make an industrious man; saving, a prepared man; giving, a blessed man.**

## SPEECH LANGUAGE PATHOLOGIST

Sierra Speech and Hearing  
2950 South Mooney Boulevard, Suite E  
Visalia, CA 93277  
209/733-3818

Attn: Linda Darling / Director  
Salary commensurate with exp plus full benefits discussed at interview. Send resume or call for appt. RTJJ. Immediate opening for a licensed speech language pathologist to examine, diagnose and administer the treatment of speaking disorders for outpatients. Work with our experienced, licensed staff at this private practice in Visalia. PT initially, 12-18 hrs/wk. FT, 8-5 Mon-Fri after orientation period. Must possess CA state license for speech pathology. Prefer applicant with CFY (clinical fellowship year) standing at a college or medical school. EOE

## X-RAY TECHNICIAN

Pershing General Hospital  
P.O. Box 661  
Lovelock, NV 89419  
702/273-2621

Attn: Administrator  
Competitive salary plus excellent benefits including vacation, holidays, sick leave, medical/dental, vision & life insurance, and paid retirement. Call for appt or send resume. Take routine X-rays for 47-bed acute care hospital and skilled nursing facility. Full-time plus on-call position. Mon-Fri. We're located in a lovely small-town community that offers excellent recreation opportunities including fishing & water-skiing. Requires Nevada X-ray technician license. Certification preferred. EOE

## CNAs

Our 99-bed skilled nursing center is under new management and is seeking serious nursing professionals who enjoy working with the elderly.

FT PT On-call  
Day & flexible shifts

\$100 bonus for graduates of our training program.

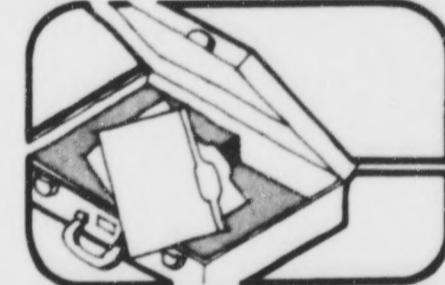
Come Visit Us Today and See What We Can Offer You!

Contact Angie Artates / D.O.N.  
Community Convalescent Center  
1790 Muir Rd, Martinez CA 94553  
(415) 228-8383

## X-RAY TECHNICIAN (permanent part-time)

R.H. Lind & G. Randolph, MDs  
360 Sunrise Avenue  
Roseville, CA 95661  
916/783-5271

Attn: Office Manager  
Salary negotiable. Call for appt and bring resume. Busy general practice office has pleasant atmosphere and seeks individual to be responsible for venipunctures, light lab, and EKGs (X-rays are mostly of chest, spine & extremities). PT permanent position, 3 days/wk. Requires limited permit or CRT. Must know venipuncture; will train for light lab & EKG



## Professional/ Career

### CHILDCARE WORKER

Stanford Home for Children  
4144 Winding Way  
Sacramento, CA 95841  
Attn: Office

\$950-1150/mo DOE, plus medical & dental benefits. Send resume. RTJJ. Supervise & oversee adolescents in the home, helping to create a therapeutic environment. This challenging position offers low pay, hard work & the opportunity to make a positive difference in the lives of abused & troubled teens. We are a small residential treatment center offering strong supervision and learning opportunities. 40 hrs/wk. Requires BA degree in social science/ psychology and CDL.

### COMMUNITY DEVELOPMENT SPECIALIST

Tulare County  
2900 West Burrell  
Visalia, CA 93291  
209/733-6266

Attn: Nancy Rasmussen  
\$2411-2940/mo + benefits. Obtain & submit app by 12/2. Position is in the County's Planning & Development Dept. Responsible for planning, designing & implementing economic development & redevelopment projects. Full-time position. County is located in Central CA between SF & LA. Visalia, the county seat, offers a semi-rural lifestyle, low-cost quality housing, and is near Sequoia & Kings Canyon National Parks. Req qualifications that would normally be acquired by a BA degree in planning or public/business administration and 2 yrs experience in program planning, monitoring & grant administration. EOE

## Mercy Medical Center

Our 200-bed acute care facility provides services to four counties: Shasta, Siskiyou, Tehama, & Modoc.

**The following positions are currently available:**

- ◆ **RNs - Full-time & part-time**
- ◆ **Respiratory Care Practitioner - Full-time**

**We offer a competitive salary plus excellent benefit package. Call or send resume to:**

**Personnel Dept**  
**Mercy Medical Center**  
P.O. Box 6009  
Redding, CA 96099-6009  
(916) 225-6136



EOE Employer

## California Job Journal

### EMPLOYMENT SPECIALIST

California Job Journal  
2535 Capitol Oaks Drive, Suite 100  
Sacramento, CA 95833  
916/925-0600

Attn: Human Resources Director

\$1000/mo base + commission on all sales after 1 mo. 1st-yr earnings to \$25,000. Benefits include vacation, holidays & medical/dental ins after 4 mos. Send resume & salary history/reqs. Thorough training prepares you to help employers with their hiring needs; call on new/existing clients in a specific industry. Hrs 8-5 Mon-Fri. Largest, fastest-growing independent recruitment advertising publication has new ofcs in South Natomas. Must have personnel/employment agency exp, professional appearance, good math, grammar, spelling & strong people skills. Will consider heavy phone exp.

### PERSONNEL ADMINISTRATOR

Explosive Technology, Inc.  
P.O. Box KX  
Fairfield, CA 94533  
Attn: Ben Callis

Competitive salary DOE, plus benefits. Send resume if job requirements are met (resume should include salary history/reqs). Manufacturer of explosive-actuated devices for the aerospace industry has immediate opening for a personnel administrator. Will be responsible for recruitment, affirmative action & training. Excellent opportunity to gain personnel experience in a fast-paced manufacturing company. Requires BA/BS (4-yr) degree in Business with concentration in Human Resources. Exp in recruitment, affirmative action & training highly desirable EOE M/F/H/V

### REHABILITATION COUNSELOR

Crawford Health & Rehabilitation Services  
10411 Old Placerette Road, Suite 200  
Sacramento, CA 95827  
Attn: Branch Manager

Competitive salary plus excellent benefits package and company car. Send resume, no phone calls. National rehabilitation consulting firm seeks a full-time vocational consultant for its Sacramento office to work with disabled adults in the private rehab sector. Requires master's degree in psychology, counseling, or related field; minimum 3 yrs experience including vocational counseling, evaluation, and rehab plan development & testimony; excellent written & verbal communication skills. Insurance rehab knowledge helpful.

### TRANSPORTATION/LEGISLATIVE ANALYST

Metropolitan Transportation Commission  
MetroCenter  
101 8th Street  
Oakland, CA 94607  
415/464-7700  
Attn: Personnel Office

\$30,564-39,125/yr plus excellent benefits. Call for MTC application form, must be received by 11/11/88. Under supervision, assist in the implementation of the commission's state & federal legislative programs. Full-time. Requires knowledge of legislative process, current transportation financing, state/federal transportation financing, and legislative analysis. Must be able to speak & write clearly. Requires bachelor's degree in political science, public policy, public administration with a transportation emphasis, or related discipline. EEO/AA M/F/H

## ASSOCIATE PLANNER ENVIRONMENTAL REVIEW COORDINATOR

\$3075 - 3404/month

Under limited direction, the individual will participate in all phases of environmental review including analysis of environmental impacts and mitigation measures. The individual will work primarily with E.I.R. consultants, departmental staff and other City departments requiring environmental review services. A Bachelor's Degree in City Planning, Environmental studies in the Physical Sciences and a minimum of four years experience or a Masters and two years may be substituted for two years of the required exp.

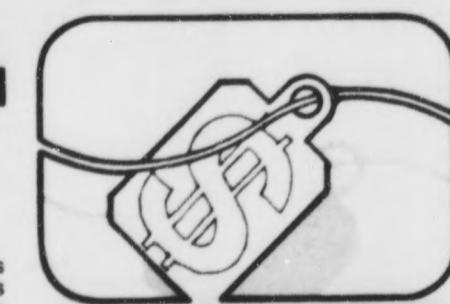
DEADLINE: November 18, 1988

Apply in person (8:30 am to 5 pm, including the lunch hour) or send a self-addressed stamped envelope and an application request to:

Employment Information

### CITY OF OAKLAND

Personnel Department  
1417 Clay Street, Room 136  
Oakland, CA 94612  
(415) 273-3526



## Sales/ Marketing

### ACCOUNT REPRESENTATIVE

Art House Design, Inc.  
1415 Alameda  
San Jose, CA 95126  
408/289-8281

Attn: Gwen Hagaman / President

\$1,500/mo average income, based on commission. Percentage discussed at interview. Call for appt, RTJJ. Immediate position open for an enthusiastic, goal-oriented individual to market and sell design work to printers, photographers and graphic advertisers. Service established clientele and develop new customer accounts for this art-design studio in San Jose. FT, hrs vary Mon-Fri. Must have own transportation for sales contacts. Background in outside sales for graphics or design a plus. Prefer applicant with knowledge of education in design work.

"It takes less time to do a thing right than it does to explain why you did it wrong."

-Henry Wadsworth Longfellow

### ADVERTISING SALES REPRESENTATIVES

The Vernon Company  
813 West Oak, Suite A  
Visalia, CA 93291  
209/627-6277

Attn: Fritz Mundy / Western Division Mgr  
Strong earnings potential plus incentive travel. Success. Opportunity. Benefits. A Vernon Company sales career offers the best of the Big 3! Take the first step to success: send resume today; RTJJ. Call on business, industry & government to sell advertising & promotional products. Openings in Stockton, Lodi, Bay Area, Vallejo, Santa Rosa & Napa. Account protection provided. Flexible hours & days. Must be highly motivated and personable. No experience necessary, full training & support provided.

### Recruiter

Youth training & employment program seeks youths ages 18-24 to recruit young adults for program. Must have HS diploma/GED, good office skills, valid CDL, and car. Knowledge of Contra Costa County preferred. \$6-7/hr.

**Education Coordinator**  
Youth training & employment program offers challenging position to implement basic skills, GED prep, life skills, and work related program. Duties include supervision, community liaison, curriculum development, teaching, & related program support. College degree and 2+ yrs exp req'd. Teaching credential preferred. \$2000-2700/mo DOE.

Send resume & cover letter by 11/9/88 to: Jim Sternberg

East Bay Conservation Corps

1021 3rd St, Oakland, CA 94607



## Plan Checker I

\$2536 - 3097/mo

Final filing: November 4, 1988

**MINIMUM QUALIFICATIONS** - Any combination of training and experience equivalent to completion of an Associate of Arts degree in construction technology and two (2) yrs of experience in building inspection or plan checking. Possession of a valid CDL.

**DEADLINE:** November 18, 1988  
Apply in person (8:30 am to 5 pm, including the lunch hour) or send a self-addressed stamped envelope and an application request to:

Employment Information

### CITY OF OAKLAND

**ADVERTISING SALESPERSONS (10)**

Courtesy Publishing Company  
1727 State Street, #4  
Santa Barbara, CA 93101  
805/687-3205  
Attn: Dennis / President  
\$1600-7000/mo potential earnings based on 33-42% commission only. Call for appt or send resume. RTJJ. Work from your home selling ad space in specialty address books offered as fundraisers by nonprofit organizations. Set own hrs. In business for 8 yrs (parent company in Clearwater, FL). CPC is expanding throughout CA. Requires HS diploma, 2-3 yrs sales/telemarketing experience, CDL, and transportation. Must have a professional manner & appearance, and proof of right to work. EOE M/F/H/V.

**ASSISTANT MANAGER - RETAIL**

Caren Charles  
311 Sun Valley Mall  
Concord, CA 94520-5804  
415/671-2310  
Attn: Debbie South / District Manager  
Salary DOE/DOQ, plus medical/dental insurance. Call for appt, send resume, or apply in person. Open & close store, train employees, examine merchandise, and oversee daily store activities for one of the nation's most progressive, rapidly expanding retailers of contemporary fashions for misses, sizes 4-18. If you are energetic, outgoing, and enjoy fashion sales, you should explore this fine position. Positions available in 5 Bay Area locations. Retail background & previous mgmt exp desired. Xint career potential. 40 day hrs/wk; schedule to be discussed at interview. EOE M/F

**ASSOCIATION REPRESENTATIVES (4)**

Better Business Bureau  
of Sacramento Valley  
400 S Street  
Sacramento, CA 95814  
916/443-6660  
Attn: Cathy Ulik/Membership Sales Manager  
30-40% straight commission. Call for appt. Sales position duties include contacting local businesses to promote bureau membership development. 40 hrs/wk NO NIGHTS. WEEKENDS. OR TRAVEL REQUIRED. Prestigious and highly visible business organization has been in operation 51 yrs. Req strong sales background or solid knowledge of sales elements & reliable transportation. Must be self-motivated, honest, ethical, articulate, success-oriented, and able to meet/talk with presidents & CEOs both in person and on the phone. Telephone experience a plus. Will train.

"Good enough" is only  
a friend to mediocrity.

**AUTO SALESPERSONS (4)**

Don Murto's Chevrolet  
19490 Monterey Road  
Morgan Hill, CA 95037  
408/779-2136 or 225-1370  
Attn: Dennis Colburn  
Up to 35% commission (\$1600/mo guaranteed salary or unlimited commission potential), plus gas allowance, demo plan, vacation, holiday and medical & dental benefits after 90 days. Call between 10-6 Mon-Fri for appt or more information. Send resume. RTJJ. Sell new & used cars. Full-time: 9-3:30 or 2:30-8:30, 6 days/wk (1 weekend off every 2 mos). South Bay's fastest growing auto dealership seeks outgoing, self-motivated US citizen. Requires straight sales experience. CDL & DMV printout. AA/EOE M/F/H/V

**COUNTER SALESPERSONS (2)**

The Toyota Connection  
2620 West Capitol Avenue  
West Sacramento, CA 95691  
916/371-7764  
Attn: Charlene Swenson  
Salary DOE, + vacation, holidays, medical ins. and parts discounts. Apply in person. Sell new & used Toyota wholesale/retail car & truck parts; work with public by phone or over the counter; coordinate part needs with dismantle techs; and handle shipping/receiving. EXCELLENT OPPORTUNITY FOR ADVANCEMENT. Hrs 8-5 Mon-Fri and 8-3 every other Sat. Fast-growing, customer-oriented, aggressive, 6-yr-old company is one of Northern CA's largest Toyota new/used parts houses. Must be motivated, friendly, career-minded, and have professional appearance. Prefer Toyota wholesale or retail parts exp. Dismantling exp a plus. EOE

**CANVASSER (2)**

Security Roofing, Inc.  
P.O. Box 2450  
Menlo Park, CA 94026  
408/947-8811 or 415/591-7663  
Attn: John Doneo / Owner  
Min \$5/hr plus \$50 commission per lead ending in a sale. Or, experienced canvassers may work as independent contractors and earn \$150 per job sold for 1st 3 jobs; \$200 per job sold after 1st three sales plus GENEROUS bonuses for 20+ jobs sold in 1 month. Call for appt. RTJJ. Canvass door-to-door in an assigned area, gathering leads for roof replacement salespersons. Hrs vary, Tue-Sat. Roofing contractors offer homeowners competitive rates. Req good oral & written communications skills, and ability to work closely with others. Must be self-motivated and have reliable transportation.

The ability to deal with difficult behavior tactfully and effectively is one of the most valuable job skills you can cultivate. It is an essential component of successful management.

**DIRECT SALESPERSON**

DataSource Computer Centers  
4090 Stevens Creek Boulevard  
San Jose, CA 95129  
408/296-1006

Attn: Personnel Director

Salary plus commission. Average earnings between \$2,200-2,600/mo, plus performance bonuses, profit-sharing, and health benefits. Fast-growing retail computer chain is seeking individuals to contact corporate & commercial accounts and sell line of microcomputers, printers, and software products. Positions available in San Jose, Stockton, Walnut Creek, and Sacramento. Hrs 8-5 Mon-Fri. Requires 2-3 yrs direct sales exp in microcomputer industry or related field. Hands-on computer knowledge desired.

**DIRECT SALESPERSON**

Home Referral Maintenance Service  
Sacramento, CA 95832  
800/334-5543 x123 or 916/395-4784

Attn: Greg Gilmore / Owner

\$250/wk OR pure commission plus bonus, dollar & travel benefits for top producers. Optional bts available upon hire. Call for info (if machine answers, leave message; info can be mailed). Demonstrate & sell a diverse line of home water treatment/purification systems. No territory limitations. Excellent opportunity for military personnel (contacts can be kept when relocating and new business can be established). PT or FT flexible hrs (the more contacts made, the greater the compensation). 18-yr-old natl water treatment/purification systems firm reqs good communication skills. Complete training. EOE

**THE MARSHALL COMPANY**

Northern CA salesperson needed to represent this major manufacturer of custom built furniture.

- Considerable travel
- Commissions based

Send resume or letter of response with qualifications and experience to:

P.O. Box 700  
Payette, ID 83661

**Route Sales/Service  
AUTO-CHLOR**

A major chemical and machine manufacturer for the commercial dishwashing industry is seeking an individual to join each of its local 15-member operations. You will be maintaining and improving established routes.

If you are customer-oriented and have some mechanical ability and a good driving record, we want to talk to you.

**Compensation includes:**

- Base salary + commissions
- Medical & dental insurance
- Profit sharing

Send resume or call:

San Francisco:  
1405 Minnesota St.  
San Francisco, CA 94107  
(415) 285-0150

San Jose:  
1550 Las Pumas Ave.  
San Jose, CA 95133  
(408) 272-3900



Offers a  
change of  
pace!

**SALES MANAGER:**

Telephone Equipment

5-plus years management experience with telephone systems.

Growing company, excellent future, great benefits.

130 West 6th St, Suite 101  
Medford, Oregon 97501

**DIRECT SALESPERSON**

Home Referral Maintenance Service  
Sacramento, CA 95832  
800/334-5543 x123 or 916/395-4784

Attn: Greg Gilmore / Owner  
\$250/wk OR 10-24% commission depending on volume, dollar & travel bts for top producers. Optional benefit pkgs avail upon hire. Call for info (if machine answers, leave a message; info can be mailed). Here's an ability to earn as an independent entrepreneur! Contact all levels of the business/professional community, selling ad & printed business specialty items. Ideal for military personnel. FT or PT flexible hrs (the more contacts made, the greater the financial rewards). Specialty item leader is backed by 93-yr-old corp. Req good communication skills. Complete sales training provided. EOE

**ELECTRONICS SALESPERSON**

Hi-Tech Unlimited  
4777 North Blackstone  
Fresno, CA 93726  
209/224-4444

Attn: Front Desk  
Salary DOE (paid weekly) plus medical & dental insurance, vacation, sick leave and store discounts after 90 days. Call for information and/or application and schedule interview. RTJJ. Previous work experience required. Hi-Tech Unlimited is a computer & electronics store. Hrs 10-6 Mon-Fri. Sales experience with a background in electronics relating to burglar alarms, multi-line telephones, IBM PC computers and coin-op video games a must.

**INTERIOR DECORATORS**

TransDesign  
1460 Millich Lane  
San Jose, CA 95117  
408/370-6799

Attn: Barbara Langham  
25-40% commisioned salary. Call for appt between 9-12 Mon-Fri; RTJJ. This nationwide interior decorating firm is looking for career-oriented, independent representatives to service residential & commercial establishments. Will assist clients with the color coordinating of area carpets, furniture and other interior home and office products. Will develop own clientele. Set own hrs and days. Looking for self-motivated, mature individuals with a flair for decorating. Good communication skills and sales exp needed. Full training provided.

**MANAGEMENT TRAINEES**

Electrolux Corporation  
2360 South Bascom Avenue  
Campbell, CA 95008  
408/559-0300

Attn: Ann Thompson  
Average manager earns \$40,000-60,000 in commission the first year, plus company benefits. Call for appt. RTJJ. Looking for ambitious individuals to train to sell Electrolux products and open new outlets in the San Jose, Mtn. View, Morgan Hill and San Mateo areas. This established corporation manufactures vacuum cleaners, shampoos and residential & commercial cleaning equipment. Hrs and days may vary, depending on individual. Seeking career-oriented, self-motivated individuals. Sales background helpful. Full training provided.

**MEMORIAL COUNSELOR**

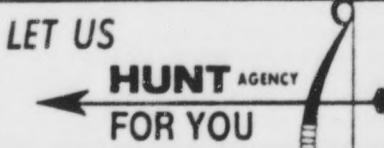
Sunset Lawn Chapel of the Chimes  
4701 Marysville Boulevard  
Sacramento, CA 95838  
916/922-5833

Attn: Jim Hart  
\$30,000+ 1st-yr potential, straight commission; full bts incl health & life ins, profit sharing & 401K plan. Call for info or send resume; RTJJ. Perform cemetery/mortuary pre-need sales and lead generation; counsel potential clients and close sales. Some leads provided. Opportunities abound. Your chance to enter a most varied, important & challenging profession today! FT, flexible hrs/days. A major CA firm, Skylawn Inc. has multiple mortuary/cemetery/mausoleum sites. Req direct sales exp. Must be mature, ambitious, sensitive, and possess a high energy level. CA cemetery sales license pref, but will train. EOE

**SALES REPRESENTATIVE**

Hunt Agency  
3555 Marconi Avenue  
Sacramento, CA 95821  
916/486-3636

Attn: Len Edwards  
\$25-30K realistic first-yr potential (base salary + commission, car allowance & fantastic training program) plus full benefits and fee paid. Call for more info or send resume. Well-respected agency, established in 1957, is recruiting several entry-level salespeople to represent a national, high-tech manufacturing company in the LOS ANGELES BASIN, SAN FRANCISCO BAY & SACRAMENTO VALLEY AREAS. Position requires 4-yr college degree. Must have a burning desire to build a career in a business sales environment. If you're looking for an excellent opportunity, this is for you!

**SALES REPRESENTATIVE**

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\$25-30K realistic first-yr potential (base salary + commission, car allowance & fantastic training program) plus full benefits and fee paid. Call for more info or send resume. Well-respected agency, established in 1957, is recruiting several entry-level salespeople to represent a national, high-tech manufacturing company in the LOS ANGELES BASIN, SAN FRANCISCO BAY & SACRAMENTO VALLEY AREAS. Position requires 4-yr college degree. Must have a burning desire to build a career in a business sales environment. If you're looking for an excellent opportunity, this is for you!

**SALES REPRESENTATIVES**

Cal-X Fun Spas

2389 Fair Oaks Boulevard

Sacramento, CA 95825

916/488-6622 x600

Attn: Miss Kay

Up to \$50,000/yr plus benefits. Call to apply. Cal-X pays you to have fun. We're a leader in one of the most exciting sales industries today. Sales and retail showroom experience preferred. Full & part-time positions in Concord, Pleasanton, Fairfield, Modesto, Stockton, Roseville, and Sacramento.

**Bottled Water**

3 cents/gallon

- I'm earning over \$10,000 monthly.
- I can show you how to do the same.
- I need help now!

(415) 825-5350

**Sales / Telemarketing**

positions available with a company in business for 36 years. Sell a needed service product to our existing customers.

\$350/wk "+" in commission

Excellent telephone sales skills with 1 yr exp required. Future management with growth in this dept can be expected.

Call Ms. Kay

(916) 488-6622

for more info & application procedure



Supervisory career opportunities with  
**GOTTSCHALKS**

As a rapidly-growing retail dept store chain, we are seeking ambitious, aggressive & self-motivated candidates for sales supervisory positions.

The successful candidates must possess a strong retail and/or management background, have excellent people skills, and good communication skills.

Gottschalks offers an opportunity for rapid advancement, excellent benefits & an excellent training program to enhance your skills as a department supervisor.

Please send resume to:

Gottschalks  
County Fair Mall  
1268 East Gibson Rd  
Woodland, CA 95695

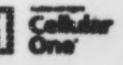
**SALES REPS**

Cell Plus Inc, the leader in Sacramento for cellular communications is seeking enthusiastic, self-motivated, sales professionals. Excellent opportunity \$30,000-50,000 draw vs. commission, benefits. Growth opportunity in management for Sacramento, Reno.

Send resume to:

2990 Sunrise Blvd, Ste 1  
Rancho Cordova, CA 95742

or call (916) 635-7587



Equal Opportunity Employer

**SALES ADMINISTRATOR**

Met-Saw Systems  
2950-A Bay Vista Court  
Benicia, CA 94510  
Attn: Ken Foreman / President

Salary DOE, plus vacation, holidays, sick leave, and medical insurance after 90 days. Send resume. Work as a liaison between company president and sales staff, follow up on sales leads, prepare product price quotations, coordinate advertising, and work directly with customers (primarily inside, some outside sales calls within area). Hrs 8-4:30 Mon-Fri. Manufacturer of precision saws for ferrous & non-ferrous materials has been in business since 1976. Minimum 5 yrs sales experience preferred. Supervisory exp desired. EOE

**SALES REPRESENTATIVE / MANAGERS**

N.S.A. of Sacramento  
3400 Watt Avenue, Suite 205  
Sacramento, CA 95821  
916/973-1255

Attn: Michael Meyer

33-60% commission with unlimited potential (\$100,000+/yr possible with no sales experience). Our reps have made \$15,000 in 2 mos working only 5 hrs/wk. Call for appt or more information. Show & sell water treatment products that sell themselves. Territories available throughout the U.S. & Canada. Full & part-time flexible hrs. We're a leader in the home & commercial water treatment industry, one of today's fastest-growing fields. No sales exp necessary. Great for students, housewives, retirees, or anyone wanting to supplement their income. EOE

**SALESPERSON**

Service Corporation International  
P.O. Drawer 2438  
Redding, CA 96099  
916/222-6646  
Attn: Bob

\$450-1000/wk potential earnings (straight commission + bonus) and xlt benefits pkg after 3 mos. Call for confidential interview. Success starts here. Build solid career as a pre-needed memorial counselor with xlt potential for mgmt. Complete training, own ofc, and leads provided. Full-time flexible hrs & days and some evenings. Well-established, rapidly growing firm offers an outstanding opportunity for a stable, lucrative personally rewarding & refreshingly uncrowded position. Must be an empathetic, people-oriented A-type self-starter, determined to be a winner. Sales exp preferred, but not required. EOE

**SALESPERSON**

Heritage Ford  
2100 Sisk Road  
Modesto, CA 95350  
209/529-5110

Attn: Ed Bottino / General Sales Manager  
\$4000/mo possible commission. Medical benefits available. Send resume for interview. RTJJ. Immediate opening for energetic & personable salesperson to sell new & used automobiles for this full-service dealership. Great opportunity to advance in the automotive sales field. FT position, days may vary. Must have a strong sales background and excellent working habits. EOE

**SALESPERSONS (2)**

Rose Lady Company  
746 Terry Street  
Monterey, CA 93940  
408/649-5565  
Attn: Sandi / Manager

\$4.25/hr + tips & commission (\$10-14/hr potential earnings). Call for appt. RTJJ. Dress in old-fashioned costume and sell roses in restaurants & shops in Old Monterey (roses & costume provided). Approx 25 evening hrs/wk. Privately-owned company supplies flowers to local merchants & restaurants. Must be over 21 and have own car. AA/EOE

**STORE MANAGER**

Jungleland Pets  
6608 Fair Oaks Boulevard  
Carmichael, CA 95608  
916/483-8144 or 969-5940

Attn: Ms. Mike Majors / Owner  
Salary negotiable ~ bft after 30 days and 1 wk vacation after 1st yr. Send resume or apply in person. Responsible for supervising 4-5 persons, ordering supplies, building displays, making run of floor and seeing that operations are running smoothly, and selling products. Position also avail at Citrus Heights location (916/969-6940). FT, long flexible hrs (must work some weekends & evenings). Full-line pet shop, in business since 1981, specializes in reptiles & fish and employs 15. Must have HS diploma and be hardworking, responsible, and career-minded. 2 yrs management exp in pet industry desired. EOE

**SALESPERSONS (2)**

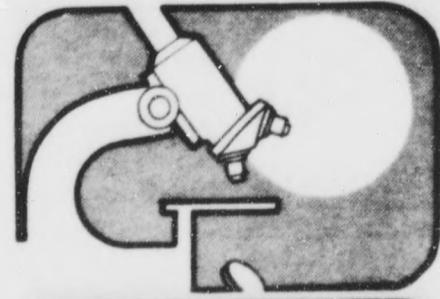
Security Roofing, Inc.  
P.O. Box 2450  
Menlo Park, CA 94026  
408/947-8811 or 415/591-7663

Attn: John Doneilo / Owner  
60% of net profits, plus bonuses: \$75,000/yr income possible. Call for appointment: RTJJ. Call on homeowners needing new roofs, set inspection appointments, measure & draw diagrams. Work as an independent contractor, traveling through the Bay Area. Hrs vary; possible evening hrs. Roofing contractor offers competitive rates to residential customers. Must be self-motivated and unafraid of heights, with sales experience and a vehicle able to carry a ladder. Construction exp helpful. Training provided.

**TELEMARKETERS**

Special Delivery Paging  
Sacramento, CA 95816  
916/443-4401

Attn: Mykel Johnson / Marketing Manager  
Monthly base salary plus commission. Call for more information. Phone potential customers to introduce & sell communication equipment. Sales territory includes the local Sacramento area and the Northern CA region. Great opportunity for telemarketing sales reps. Company encourages promotion from within. FT or PT. 8-5 Mon-Fri. Rapidly expanding, 3-year-old communications firm soon will be continuing office expansion into additional Northern CA markets. Must be aggressive, motivated, and basic computer ability. Must be hardworking, self-motivated, and work well with others. HP 59970 exp. knowledge of environmental protection agency methods, and computer exp a plus. US citizenship required. EOE M/F/V

**Science/  
Research****GAS CHROMATOGRAPHY /  
MASS SPECTROSCOPY OPERATOR**

Centron Analytical Laboratory  
290 Tennessee Street  
Redlands, CA 92373

714/786-9336  
Attn: Ida Wallace / Laboratory Supervisor  
\$25,000-30,000/yr. DOE, plus medical/dental ins after 3 mos. Send resume; RTJJ. Analyze soil & water samples and operate Hewlett Packard 59970. Hrs 8-5 Mon-Fri. State certified hazardous waste testing laboratory specializes in conducting soil & water analyses. Req BS degree in chemistry, 1 or 2 yrs GCMS exp, and basic computer ability. Must be hardworking, self-motivated, and work well with others. HP 59970 exp. knowledge of environmental protection agency methods, and computer exp a plus. US citizenship required. EOE M/F/V

A good supervisor can make all tasks seem meaningful.

**LABORATORY MANAGER**

Central Diagnostic Laboratory  
18408 Oxnard Street  
Tarzana, CA 91356  
800/382-3322

Attn: Mike Aicher / Human Resources Dir  
\$40,000-70,000/yr DOE, + 2 wks vacation after 1 yr, 10 holidays, 10 sick leave days, and health, dental & life ins after 3 mos. Call for appt or send resume; RTJJ. Manage 10 fully-staffed depts and handle immunology, microbiology & urinalysis testing. Hrs & days to be determined. \$1 million full-service reference lab, one of the largest in CA, works with doctors, clinics & hospitals, and has 300 supervised employees. Requires a medical technologist license, 6 yrs minimum experience, strong management skills, and an ability to manage 200-300 employees. US citizenship required. AA/EOE M/F/V

**BIO-RAD****QUALITY CONTROL TECHNICIAN**

Bio-Rad Laboratories  
1000 Alfred Nobel Drive  
Hercules, CA 94547

Attn: Human Resources, Department 5546  
Salary commensurate with experience plus excellent benefits. Please send resume and salary history. Continued growth at this leading biotechnology company has created the need for both clinical laboratory technicians & quality control technicians to work in our advanced laboratories on projects of high social worth. Full-time position with an easy commute! This position requires problem-solving & analytical skills of laboratory methods, with an AA/BS degree in a life sciences field a real advantage. Must have 2+ yrs lab experience. AA/EOE

**THE EMPLOYMENT MANAGEMENT ASSOCIATION**

**Both you and your company will profit from membership in this fast-growing, forward-looking professional group.**

You're handling one of the toughest jobs in today's business world... and one of increasing financial importance to your company.

To keep up with this fast-moving field and to keep broadening your own professional horizons—membership in the EMA can help.

Through the EMA, you can join other employment professionals in activities that enhance your ability to deal with the complex contemporary problems you face.

EMA will keep you current via its activities, research, publications, and the opportunities it provides for interchange of ideas and information on what's happening in employment and how other organizations handle employment problems.

Then, too, EMA is adding new stature to the employment field and obtaining greater recognition for the employment professional through its awards, bulletins, meetings and participation in professional and legislative conferences and panels.

Shouldn't you be part of this active, responsive professional group?

**EMA Membership**

There are two categories of membership in EMA: Corporate and Affiliate.

Corporate membership is offered to individuals who have responsibility for employment or an employment related function of a corporation, governmental or educational organization.

Affiliate membership is a non-voting membership status which is available to professionals who provide support services to the employment process.

**Activities and member services:**

- semi-annual conferences-reduced fees for members
- the EMA newsletter
- the EMA Journal
- surveys on such issues as cost per hire and compensation
- awards programs recognizing outstanding contributions to the employment field
- scholarship support for studies in the human resources field
- regional educational programs

For detailed information on EMA membership, contact EMA today: 5 W. Hargett St., Suite 1100, Raleigh, NC 27601. (919) 828-6614.

People often ignore the signs of a job going stale until they are asked to leave the company. Some tell-tale signs that you may be growing disillusioned and unproductive on a job include:

- You've cut back your hours; you take longer lunches and leave promptly at 5:00.
- You get sick more often — headaches, stomach aches, hives, etc.
- Negative feelings about work extend to other areas of your life; you argue more with family and friends.

**AIRLINE  
FLIGHT ATTENDANT  
& CUSTOMER  
SERVICE AGENTS**

I.T.A., a leading airline career training center, will be selecting candidates to complete air travel career training in Fresno, California.

**CALL FOR INFORMATION ON A SEMINAR IN YOUR AREA  
(800) 888-2022**

Vista -	7 pm, Tuesday, November 1 Best Western Motorlodge
Escondido -	7 pm, Wednesday, November 2 Escondido Hotel - 2500 S. Escondido Blvd
Del Mar -	7 pm, Thursday, November 3 Stratford Inn - 710 Camino Del Mar

Candidates should be willing to relocate to where the jobs are upon training completion.

**International Travel Academy**  
2048 North Fine, Fresno, California 93727 — (209) 251-0428

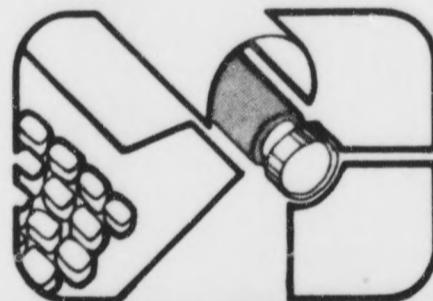


## CALGENE

## RESEARCH ASSOCIATE

Calgene, Inc.  
1920 5th Street  
Davis, CA 95616  
916/753-6313  
Attn: File #751C

Excellent salary & benefits package. Send resume. Calgene, a leading plant biotechnology company, is looking for a molecular biologist to work in a well-equipped DNA sequencing CORE facility which utilizes state-of-the-art techniques including a new fluorescence-based sequencing system. Full-time. Requires BS/MS degree or equivalent in molecular biology, bacteriology, or related discipline and experience in cloning and/or DNA sequencing. Interest in developing new techniques and experience with computer analysis of DNA sequences helpful. EOE

Secretarial/  
General Office

## CONSTRUCTION SECRETARY

Lin Pro Company  
P.O. Box 4129  
Diamond Bar, CA 91765  
714/861-6828  
Attn: Mike Winter

\$25,000-30,000/yr. + future bfts. Call between 7:30-4 for appt. Send resume & references. RTJJ. Type, mail office documents daily, answer incoming calls, set appts for staff, operate IBM Wordstar, compose reports, draw up contracts, and obtain building permits. 40 hrs/wk (7-5) + OT avail. Established national firm has been in apartment & commercial bldg construction 10 yrs. Req HS or GED diploma, 2 yrs exp in construction office, 70 wpm typing, and knowledge of Lotus, contracts, bldg permits & blueprints. Must be professional, ambitious, self-motivated US citizen. AA/EOE

## CUSTOMER SERVICE - COUNTER

Country Rental Center  
15721 Los Gatos Boulevard  
Los Gatos, CA 95030  
Attn: Mack / Branch Manager

\$350/wk to start DOE, plus vacation, holidays, sick leave, and medical/dental ins. after 90 days. No phone calls please. Apply in person; RTJJ. Fill out rental contracts, collect money, assist customers with information, and answer phones. Full-time flexible hrs (must be avail some weekends). Busy, fast-paced equipment company rents trucks, trailers, construction equipment, furniture & partyware, etc. Requires HS graduate, some retail or customer service experience. CDL, and DMV printout. Must be friendly, personable, and neat in appearance. Good math skills a plus. EOE

## DMV CONTRACT CLERK

Maia Oldsmobile  
2211 Fulton Avenue  
Sacramento, CA 95825  
916/486-1301  
Attn: Dee Smith

Good salary DOE, plus 1 wk vacation after 1 yr, medical insurance for employee & family, and pension after 6 mos. Call for appointment or more information. Handle bookkeeping, process DMV forms & contracts, and interact with salespeople, DMV personnel, and the public in person or on the phone. Hrs 8:30-5:30 Mon-Fri. Prefer minimum 2 yrs experience as a DMV contract clerk. Computer experience a plus.

## HARRIS RESEARCH INC.

An international franchise company is currently seeking someone experienced in freight forwarding, commercial invoices, and international documentation.

Requires: 50 wpm 10-key by touch  
We offer: Medical & dental benefits, vacation, and sick pay.

Send resume to:  
3330 Cameron Park Dr, Suite 700  
Cameron Park, CA 95682  
Attn: Debbie  
or  
Apply in person,  
between 8:30am- 2pm only



## DATA ENTRY / CLERK (part-time)

California Job Journal  
2535 Capitol Oaks Drive, Suite 100  
Sacramento, CA 95833  
Attn: Jackie Abeita / Ad Services Supv  
\$6-8/hr DOQ. Send application or resume & cover letter. Working from prepared information, compose classified job listings on IBM-AT computer, and perform general clerical duties. Hrs 4-8pm Tue-Thu with possibility of expanded hrs/days as workload increases. Growing recruitment publication has attractive, new offices (non-smoking) in South Natomas. Requires outstanding writing, proofreading & editing skills; excellent spelling, grammar & usage; and heavy typing/data entry exp (50 wpm). Must be accurate and able to handle detailed assignments. EOE H



## FACILITIES CLERK

San Joaquin Delta College  
Administration Building, Room 202  
5151 Pacific Avenue  
Stockton, CA 95207  
209/474-5359

Attn: Personnel

\$1502/mo plus vacation, holidays, sick leave, and medical/dental & vision insurance. Call for district application; file app & materials (including certificates) by 11/4. Coordinate campus facilities for community & on-campus users and operate energy management conservation system. Hrs 8-5 Mon-Fri. Requires post-secondary education; experience related to successful office operations; thorough understanding of basic bookkeeping, public relations & general ofc practices; and 45 wpm typing certificate AA/EOE

Except in cases of gross misconduct or negligence, it shouldn't come as a complete surprise to a worker when he/she is fired... and it won't if supervisors point out substandard behavior as it occurs.

## GENERAL OFFICE CLERKS (10)

P.F. Collier  
A Division of MacMillan, Inc.  
2025 Gateway Place, Suite #409  
San Jose, CA 95110  
408/477-9446  
Attn: Office

\$250-300/wk plus benefits to be discussed at interview. Call for appt; RTJJ. File, do light typing, answer phones, and perform general office duties. Full-time flexible hrs Mon-Fri. Fortune 500 company, in business 120 yrs, is ranked 13th largest publishing firm worldwide and has expansion plans in the Sacramento and Hayward areas. Requires HS graduate or GED. Must be energetic, enthusiastic, and people-oriented. No experience necessary; will train. EOE M/F/H/V

ADMINISTRATIVE  
ASSISTANT

As one of Northern CA's largest distributors of microcomputer software, 800-Software is looking for an experienced Admin Asst to work in our Corporate Sales Dept. This is an ideal position for those who enjoy a variety of work and thrive in a fast-paced environment.

The Admin Asst duties shall involve extensive word processing and spreadsheet work on PC, also data entry skills to generate a variety of documents, maintain information, and to create reports. Experienced user of WordStar, especially with MailMerge, and Lotus is required. Must type 50+ wpm, be extremely detail oriented, possess excellent communication skills, and able to work independently as well as a team player.

Salary DOE, excellent benefits provided, including medical/dental/401k.

Please send resume to:



Personnel Director  
918 Parker Street  
Berkeley, CA 94710  
EOE M/F/H/V

Jump Ship!  
Knowing When to Cut Your Losses

If you work for a company that is sending out any of the following signals, it may be time to pick up your anchor and launch your career in a new direction:

## Top Management has lost control.

Is the CEO increasingly unable to provide leadership necessary to diagnose and solve problems? Is the board of directors foundering? It's inevitable that top management's inability to bring an organization through troubled times will be sensed by those at the grass-roots level. When this happens, remember: "You can't prevent people two levels above you from shooting themselves in both feet and it's pure arrogance to think you can," says *Kennedy's Career Strategist*, a monthly career planning newsletter.

## The organization, or your part of it, is drifting.

Companies can drift for years, sometimes coasting on the fumes of a tank that once brimmed with vitality and successful products and ideas. Today, however, everyone in the marketplace knows your company isn't producing new products, or even upgrading its old one. Staying with a loser could add a distinct handicap to your job hunt.

## Layoffs are coming and recent history (and the grapevine) indicate that they won't be made intelligently.

Some industries and institutions have a dismal track record for managing layoffs efficiently (the health care industry, and hospitals in particular are good examples). If you're part of an industry or company that has a history of poor aim when wielding the ax, you may want to bail out before the fun begins.

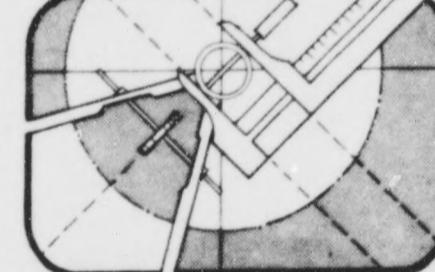
## The product or service is substandard.

Given time, this fundamental flaw is the death sentence for any company. "No amount of marketing glitz or tinkering/repackaging/repositioning can help.... You're a part of a crew that is rearranging the deck chairs on the Titanic."

## Sustained financial losses.

Long-term financial setbacks are red flags that shouldn't be overlooked. Is your organization producing a surplus/profit? If not, can it change enough to survive and be profitable? "No" answers should help clarify your decision to leave. □

Source: *Kennedy's Career Strategist*. For a free sample copy, write 1153 Wilmette Ave, Wilmette, IL 60091



## CITY OF EMERYVILLE

CIVIL ENGINEER  
City of Emeryville  
Department of Public Works  
2200 Powell Street, 12th Floor  
Emeryville, CA 94608  
415/654-6161

Attn: Personnel Department  
\$2756-3351/mo. Obtain city application and job flyer from personnel dept. Position open until filled. Responsible for design, bid procedure, construction inspection, and record keeping for projects throughout the city. FT, Mon-Fri. Must have a BS in Civil Engineering; 2 yrs exp in engineering discipline, preferably municipal; valid Calif EIT certificate; and a class II CD. Requires knowledge of construction plans & specifications; ability to work in an office environment or under field conditions; an familiarity with applicable codes & requirements for construction & safety. EOE

## Tact —

the sense to close your mouth before someone else wants to.

When it comes to  
achieving your goals,  
talent isn't everything!

## ENGINEERING PLANNER

Explosive Technology, Inc.  
P.O. Box KK  
Fairfield, CA 94533  
Attn: Ben Calis  
Competitive salary DOE, plus benefits. Responsible for explosive-actuated devices for the aerospace industry has immediate opening for an engineering planner to prepare & monitor schedules for engineering projects, coordinate program requirements and assist engineers with budgeting, planning & preparation of procedures. Full-time position. Requires associate's degree in business related field; 3 or more yrs experience w/ aerospace products & procedures; and exp in manufacturing environment. EOE M/F/H/V

## DRAFTSPERSON

Anderson & Associates Engineering  
3040 East Olive Avenue, Suite 103  
Fresno, CA 93701  
209/485-1300  
Attn: Mary / Secretary-Treasurer  
\$4.25/hr and up DOE/DOQ. Call for interview; RTJJ. Civil engineering firm has been in business 45 yrs. Hrs 8-5 Mon-Fri. Req minimum 1 yr exp and good freehand inking.

ARA LIVING  
CENTERS

## SECRETARY

Driftwood Convalescent Hospital  
1850 East 8th Street  
Davis, CA 95616  
916/756-1800

Attn: Jonathon Freer / Administrator

Salary commensurate with experience, plus excellent benefits. Apply in person. Seeking efficient secretary who works well with others. Type, file, handle payroll & personnel insurance policies, and perform heavy front-office duties. Hrs 8:30-5 Mon-Fri. 124-bed SNF is part of a large long-term care corporation. Requires experience, exceptional ability to organize, and good communication & interpersonal skills.

**ENGINEERING TECHNICIAN II**  
Sacramento County Employment Office  
710 J Street  
Sacramento, CA 95814  
916/440-5593  
Attn: Personnel Department  
\$1764-2145/mo plus benefits. Deadline to file application 11/10/88. Duties include reviewing permit apps; preparing maps & specifications; and performing material testing, engineering inspections, and survey party work. 40 hrs/wk Mon-Fri. Requires 2 yrs civil engr experience including 1 yr equivalent to engineering technician I (15 semester hrs in engr courses may substitute for each yr of exp. transcripts required). Must have class 3 CDL and meet physical requirements. AA/EOE

**GEOLOGIST / HYDRO-GEOLOGIST / ENGINEERING GEOLOGIST**  
Environmental Geotechnical Services  
6707 Cherry Avenue  
Long Beach, CA 90805  
213/428-0288

Attn: Harold Durbin / VP of Engineering  
\$36,000-96,000/yr and monthly bonus, plus 7 vacation days, 9 holidays, medical/dental ins., pension, and profit sharing after 90 days. Call for appt or send resume. RTJJ. Perform hazardous waste testing and handle remediation sales. Hrs 6:45-5 Mon-Fri. Company has state contractor's HAZ license for the remediation/removal of hazardous waste and \$2 million liability/errors & omission insurance (features hazardous waste clean-up coverage for all employees). Entry-level position available; will train. Non-smoker preferred. EOE M/F/H/V

**MANUFACTURING ENGINEER**  
Explosive Technology, Inc.  
P.O. Box KK  
Fairfield, CA 94533

Attn: Ben Callis / Personnel Director  
Salary DOE, plus excellent benefit pkg including profit sharing, 401K plan, and relocation expenses if necessary. Call for appointment or send resume. Design and draft tooling & fixtures, work with in-plant machine shop & outside vendors for development, and train employees in use of fixtures (CAD/CAM not available). Hrs 8-5 Mon-Fri. Government contract firm manufactures explosive-actuated devices for the aerospace industry. Requires BS degree in mechanical engineering or related technical field and 4+ yrs exp in design of tooling & fixtures. AA/EOE M/F/H/V

When applying for work, be prepared to adjust to the company's needs. While indicating an interest in a specific job, be flexible and willing to consider other positions in your field.

**MASTER SCHEDULER**  
Explosive Technology, Inc.  
P.O. Box KK  
Fairfield, CA 94533

Attn: Ben Callis  
Competitive salary DOE, + benefits. Send resume. Manufacturer of explosive-actuated devices for the aerospace industry has immediate FT opening for a master scheduler. Req min 2 yrs college (prefer AA degree in Business or related field); 7 yrs exp in design drafting, assembly ops or production planning; master scheduling exp in a job shop environment with ability to recommend time, attendance & job costing software used w/ an HP 3000 computer; knowledge of MRP software, preferably ASK MAN-MAN or Boeing PMS software programs; and exp in shop floor data collection systems using bar code data input. EOE M/F/H/V

**OPTICS INDUSTRIAL ENGINEER**  
Santa Barbara Applied Optics  
6307 Carpinteria Avenue  
Carpinteria, CA 93013  
805/664-5421

Attn: Ellen Frost / Human Resources Mgr  
\$30,000-40,000/yr plus competitive benefits package including 401K plan. Send resume. RTJJ. Determine manufacturing methods and proper equipment, tooling & layout processes for optical products. Hrs 7-5:30 Mon-Fri. Company is a well-established leader in the manufacture of optical lenses & systems for the military/aerospace market. Requires BS degree in engineering, 4 yrs related experience, and knowledge of military optics and plant layout. US citizenship required.

**PLANNER II**  
Tulare County  
2900 West Burrel  
Visalia, CA 93291  
209/733-6266  
Attn: Personnel Department  
\$2078-2533/mo. Obtain & file county application by 12/23. Two positions available in January 89. Perform long-range planning and zoning enforcement. Full-time position: 40 hrs/wk. County is located in central CA (halfway between SF & LA) near Sequoia & Kings Canyon National Parks and offers a semi-rural lifestyle and low-cost housing. Requires qualifications normally acquired by a bachelor's degree in planning and 1 yr technical planning experience. EOE

## Suggested Reading For Entrepreneurs

- "Growing a Business"**  
by Paul Hawken
- "Think and Grow Rich"**  
by Napoleon Hill
- "Creating Excellence"**  
by Craig Hickman and Michael Silva
- "The Magic of Thinking Big"**  
by David Schwartz
- "The Art of Being Boss"**  
by Robert Schoenberg
- "The Owner's Chair"**  
by Ronald Torrence
- "Business Plans that Win \$\$\$"**  
by Rich Gumpert
- "Small Time Operator"**  
by Bernard Kamoroff
- "The Seven Laws of Money"**  
by Michael Phillips
- "The Regis Touch"**  
by Regis McKenna
- "The Next Economy"**  
by Paul Hawken
- "Balance Sheet Basics"**  
by Ronald Spurga

**CHAUFFEURS (5)**  
California Limousine  
7637 Fair Oaks Boulevard, Suite C  
Carmichael, CA 95608  
916/944-3600  
Attn: Robert Banks / Manager  
\$3.50/hr + tips, company-insured luxury limos and medical/dental ins. Apply in person. RTJJ. Drive a variety of newer model limos throughout Northern CA and Western NV on preset/spontaneous trips. FT; variable hrs & days. 8-yr-old company is currently expanding throughout CA. People-oriented business handles a variety of charters from corporate execs to that special evening on the town. Must be 25 or older (for ins purposes). Req knowledge of Northern CA & Western NV. CDL & DMV printout (no older than 1 yr). Must be motivated, growth-oriented, and personable. Prefer experience, but will train.

**COSMETOLOGIST**  
Village Plaza Styling Salon  
2379 Athens Avenue  
Redding, CA 96001  
916/243-1224  
Attn: Donna  
60% commission plus benefits. Call for appointment; RTJJ. Cut, style, perm & color hair for 6-person, full-service salon. Full-time position (salon hrs are 8-6 Tue-Sat). Requires CA cosmetology license. Must have well-established clientele and be a fun, creative person who enjoys a good working atmosphere. EOE

**COUNSELORS (2)**  
Plumfield Children's Center  
1485 Wright Road  
Santa Rosa, CA 95407  
707/544-1505  
Attn: Barbara Prosniewski / Asst Director  
\$900/mo DOE, plus vacation and medical ins after 120 days. Call for appt or more info. RTJJ. Act as parent role model and provide counseling & behavioral teaching for emotionally disturbed children. 40 flexible hrs/wk Mon-Fri (usually) plus overtime. Established center, in business 20 yrs, specializes in the treatment of abused & emotionally disturbed children. Requires HS diploma, experience or background in psychology or psychiatry, and good communication skills. Must be responsible and enjoy working with kids. Exp with children preferred. US citizenship req. EOE

Is "telephone tag" taking too much of your time? Try returning calls about 10 minutes before noon and 10 minutes before 5 pm. Most people are in their offices at those times.

**COUNSELORS / TRAINING SPECIALISTS (2)**  
Spark Foundation  
1720 Merrill Drive  
San Jose, CA 95124  
408/448-3953  
Attn: Jean Gonsier / Program Director  
\$6.7/hr plus health insurance. Call for appointment; RTJJ. Provide care for autistic adolescents and young adults, including training in everyday personal skills. Hrs & days vary, and include afternoons, sleepovers, weekdays, and weekends. 6-bed, nonprofit residential facility. Must be patient, responsible, energetic individual with HS diploma, ability to pass physical exam, and willingness to be fingerprinted. Some experience with developmentally disabled helpful. Training provided.

**CAB DRIVERS**  
Monterey Yellow Cab  
623 Olympia  
Seaside, CA 93955  
408/646-1234  
Attn: Mary / Office Manager  
\$45 per shift plus medical insurance after 90 days. Apply in person; RTJJ. Full-time; 12-hr shifts, 5 days/wk plus overtime. Company, in business 40 yrs, is seeking safe drivers who are familiar with the Monterey area. Must be at least 23 yrs old, a HS graduate, have excellent verbal skills, be dependable, friendly, professional, responsible, and enjoy working with the public. Requires CDL, DMV printout, and US citizenship. AA/EOE

To succeed... be assertive!

**SKI AREA JOBS AVAILABLE FOR WINTER**

**SIERRA SKI RANCH**

- Food Service
- Rental Shop
- Janitorial
- Lift Operators
- And many more positions
- Great Pay at a Great Resort!

CALL NOW  
Sierra Ski Ranch  
(916) 659-7453

or apply in person  
between 8 am and 4:30 pm  
Monday through Friday

## Bay Area Job Openings - Call Now

Assemblers	\$13 - \$18/hr*
Automotive	\$17 - \$25/hr
Carpenter	\$12 - \$25/hr
Cashier Trainees	\$8 - \$13/hr*
Class I	\$13 - \$18/hr*
Construction	\$12 - \$20/hr
Delivery Trainees	\$7 - \$16/hr
Electricians	\$18 - \$25/hr*
General Laborers	\$11.97 - \$29.93/hr*
General Office Trainees	\$7 - \$12/hr*
Janitor Trainees	\$10 - \$12/hr
Landscapers	\$12 - \$25/hr
Machine Operators	\$15 - \$25/hr*
Maintenance	\$2,739/mo*
Painters	\$12 - \$25/hr
Plumbers	\$15 - \$20/hr
Roofers	\$20 - \$25/hr
Sheet Metal	\$24 - \$32/hr*
Warehouse	\$12.75 - \$16/hr*

Pine Personnel Service  
(408) 923-1723

\*Benefits included  
Fee

## Do You Have What It Takes to Run Your Own Business?

Continued from page 13

Another question you need to ask is how supportive your family is. Be honest. Will they be able to handle the strain of long hours and perhaps difficult finances? If not, what can you do to protect them (perhaps wait until you have more financing or more saved)? Will your spouse be willing or able to work if needed?

The last consideration is honestly evaluating your skill level. Do you know enough to do what you want to accomplish? What don't you know? How will you get done what you don't know? What skills are rusty? What do you hate to do? How will you get these things done? Are there any unusual legal requirements or regulations that you will have to comply with? Who will you ask questions of to verify your understanding and help you troubleshoot decisions?

Start with where you are now and grow into your dream. Business is taxing enough without creating stress by stretching your resources beyond the breaking point to begin with. Always have a little left, something in reserve. Dare to be different; find your niche. Business can be a wonderful opportunity to express yourself - marketing is easy if there is no one like you (and there isn't!). If you make this decision wisely, you may find a way of making money that will grow with you and support you for the rest of your life.

Now, start. What do you do? Find someone who is willing to pay you for what you want to do and GO FOR IT!

The Entrepreneurial Skills Center would be happy to send you more information or to answer questions. Contact them at 1880 Jackson, Suite 401, Oakland, CA 94612, (415) 891-9720.

© 1988 Ananda Shakti

### DRIVER (tractor/trailer)

Resource Driver Inc  
P.O. Box 2810  
Modesto, CA 95351  
209/537-5744 or 537-4007  
Attn: Edie or Teressa  
\$22/mile plus full medical & vacation benefits after 1 yr employment. Call for appt (collect calls accepted). RTJJ. Load & unload heavy materials; drive 48 states hauling a variety of general freight for this carrier in its 9th year. Days or nights, 8-hour shifts driving home routes take up to 3 wks. 1 yr verifiable on-the-road and tractor/trailer exp required. Must be 23 yrs old (for insurance purposes). Have a current class I license, and a clean DMV record. Must be able to pass Dept of Transportation physical & drug screening. Team drivers encouraged to apply.

### Straw Hat PIZZA

#### DELIVERY DRIVERS

Straw Hat Pizza  
Main Office  
7186 Southland Park Drive, #31  
Sacramento, CA 95831

Attn: Managers  
\$4.25/hr + tips, daily per-delivery bonus, and medical & dental ins for FT employees. Call/apply in person at the Sacramento area location nearest you: (916) 686-8268, 422-7542, 392-6445, 454-9088, or 965-1731. Deliver pizzas and handle various in-house duties. Great opportunity for advancement! Must be at least 18 yrs old, dependable, organized, personable, and able to provide great customer service. Requires transportation. DMV printout, and proof of insurance. Paid training provided!

Utilize the power and contacts of your friends.

## TRAVEL CAREERS

- 12-week course
- Financing available
- Job Placement Assistance
- Day and evening classes
- Airline computer training

### TRAVEL WEST ACADEMY



Sacramento  
(916) 921-9010

**LORAL DESIGNER**

Bloomster's  
5945 Almaden Expressway, #B  
San Jose, CA 95120  
408/268-5518  
Attn: Kren Rasmussen / Owner  
\$7.8/hr DOE. Call for appt; RTJJ. Arrange floral displays using fresh flowers, silk flowers & appointments (leaves & cones, etc.) and dried flowers & appts. Create commercial & individual display arrangements to customer specifications. Flexible schedule Mon-Sat. 1-yr old floral company has a creative atmosphere and 6 employees. Req good communications skills and ability to take orders and fulfill artistic desires of the clients. Must be professional and detail-oriented. Prefer general education skills and 1-1.5 yrs floral design exp. EOE

**HAIRSTYLIST**

A Head of Our Time  
831 Water Street  
Santa Cruz, CA 95060  
408/425-5331  
Attn: Tricia or Virginia / Owners  
Station rental \$300/mo. Call for appt between 9-3 Mon-Sat; RTJJ. Independent contractor will cut hair, give perms & apply color for own clientele in this busy, well-established hair & nail salon. Full or part-time position. Set own hours. Open Mon-Sat. Must have current CA cosmetology license and own supplies. Chair provided.

**HAIRSTYLIST**

Sierra Style  
1169 Ski Run Boulevard  
South Lake Tahoe, CA 95705  
916/541-8100  
Attn: Steve Kowalsky / Owner  
\$100/wk booth rental plus paid vacation, medical benefits, and cash incentives on product bonuses. Call or visit salon; RTJJ. Cut, perm & color hair and provide other services for unique, cozy hair & nail salon. Hrs 10-6 Mon-Sat. Requires CA cosmetology license and 2 yrs hairstyling exp. Must have own clientele.

**HAIRSTYLIST**

Precision 6 Hairstyling  
231 G Street, Suite 4  
Davis, CA 95616  
916/758-6197  
Attn: Manager  
Hourly wage DOE, plus paid vacation & medical insurance. Call for more information. Perform salon-related services including cutting, perming, cellophanning, styling & braiding hair; and operate cash register. Full-time, 10-6, five days/wk. Busy, well-established salon requires cosmetology license. Clientele & experience not necessary.

**To Advertise Call  
(916) 925-0800**

**DELIVERY PERSON**

Densmore's Engines  
3929 Marysville Boulevard  
Sacramento, CA 95838  
916/929-9474  
Attn: Ed Klingenberg / Manager  
\$5/hr + 1 wk vacation & 11 holidays after 1 yr; health/dental ins after 2 full calendar mos. Call between 8-5 for appt; RTJJ. Deliver auto engines, parts & supplies to various automotive business customers throughout the greater Sacramento area. Hrs 8-5 Mon-Fri + OT avail. Rapidly expanding engine manufacturing company has permanent location in Sacramento and main headquarters in Fresno. Requires CDL, DMV printout and physical stamina to do heavy lifting. Must be dependable, prompt, honest, clean-cut, hardworking, and have a desire to learn. Knowledge of Sacto area a plus. EOE M/F/V

**HAIRSTYLIST & MAKE-UP ARTIST**

The Color Studio  
10 West Bullard Avenue, #104  
Clovis, CA 93612  
209/298-8000  
Attn: Doris / Manager  
60% commission on sales. Call for appointment; RTJJ. Perform hair and makeup design & consultation, and make class presentations. Full-time, 10-5 Tues-Fri (may vary). Full-service image consulting. Client seeks well-groomed, creative, personal, career-oriented person. Must be licensed cosmetologist with minimum 1 year experience. EOE

**HAIRSTYLIST (2)**

The Hair Company  
2800 Mitchell Road  
Ceres, CA 95307  
209/538-3476 or 537-9090  
Attn: Joyce Turner / Owner  
Booth rental \$70/wk. Call for appt; RTJJ. Work as an independent contractor, cutting hair, giving perms, and coloring for this friendly, full-service salon. Some walk-ins. Set own hours between 9-6 Mon-Sat. Requires CA cosmetologist license and own supplies. Must have some clientele. Chair & towels provided.

**HAIRSTYLIST (full or part-time)**

Pacific Wave Studio  
Rocklin, CA 95677  
916/624-4107  
Attn: Chris Ruhkala / Owner  
50/50 commission. Call for appt; RTJJ. Cut, perm, color & style hair for this small hair-crafting studio. Full-time, 40 hrs/wk; or part-time, 20+ hrs/wk. Hours vary 9-5:30 with some evenings required. CA cosmetology license and 2 yrs hairstyling exp req.

**HAIRSTYLISTS (3)**

All About Hair  
Kings Trading Post, Highway 50  
South Lake Tahoe, CA 95731  
916/544-3455  
Attn: Pam Lynn / Owner  
50-60% commission or \$300-350/mo booth rental (with your own clientele). Call/visit salon with resume; RTJJ. Immediate opening for licensed, energetic hairstylists to shampoo, cut, perm, groom & style hair in this established (9 yrs) salon. Full or part-time positions with flexible schedule between 9:30-5, Tues-Sat. Requires state board cosmetology license. Must have own clientele to rent booth. Chair & towels provided.

**INVENTORY TAKERS (part-time)**

Washington Inventory Service, Inc.  
7300 Lincolnshire Drive, Suite 195  
Sacramento, CA 95823  
Attn: Julie Frattini  
\$5-7/hr. Apply in person to above location or 3808 Auburn Boulevard, Suite 41-A. Inventory retail stores in & around Sacramento. Company provides transportation from office to job site. Great supplemental income for students or housewives. PT. With our flexible scheduling, you may work around school schedules or other jobs. Work early mornings, evenings, or weekends. Must have a valid driver's license, transportation to the office, and be at least 18 yrs old. Paid training, no experience necessary. 10-key exp helpful.

**LIVING SKILLS INSTRUCTOR / COUNSELOR**

Good Shepherd Lutheran Home of the West  
1335 Mowry Avenue  
Fremont, CA 94538  
415/791-6848  
Attn: Program Coordinator  
\$4.80/hr to start plus car allowance, 2 wks vacation, and medical insurance immediately upon hire. Teach independent living skills including finances, grocery shopping, menu planning, cooking, and other daily living skills for developmentally disabled adult center. Full-time, 2:10-3:00pm Mon-Fri or part-time, 7-3 Sat & Sun. Requires HS diploma, CDL, and at least 6 mos experience working with developmentally disabled adults or the disadvantaged. Must know how to drive. Own transportation a plus, but not required. EOE

**DISPATCHER  
Wanted**

Must have rail, produce & container experience

**Golden Eagle Express  
Oakland, CA  
(415) 272-9822**

**MANICURIST**

A Head of Our Time  
831 Water Street  
Santa Cruz, CA 95060  
408/425-5331  
Attn: Tricia or Virginia / Owners  
Booth rental \$300/mo. Call for appt between 9-3 Mon-Sat; RTJJ. Provide manicures, pedicures, and apply acrylic & silk nails for this established hair & nail salon in Santa Cruz County. Full or part-time position as an independent contractor. Set own hrs & days. Open Mon-Sat. Must have a current CA manicurist license, own clientele, and supplies. Table provided.

**MODELS / ACTORS**

L'Agence Models & Talents  
870 Market Street, Suite 1215  
San Francisco, CA 94102  
415/433-2612  
Attn: Personnel  
\$50-150/hr DOE/DOQ. Send resume with composite card or call for appointment; RTJJ. Looking for new faces, all ages, to represent for print, TV commercials, industrial video, voice-over and film. Part-time opportunities with this leading Northern CA fashion & commercial modeling agency. Scheduling and assignment depends upon client needs. Must be professional, talented, dependable and reliable.

Supervisors should carefully document disciplinary measures involving their subordinates. Then, if it becomes necessary to dismiss a worker, the action can be justified objectively.

**NIGHT GROUP COUNSELOR**

Orange County  
Hall of Administration  
10 Civic Center Plaza  
Santa Ana, CA 92701  
714/834-2844  
Attn: Personnel  
\$1409-1775/mo DOE/DOQ, plus \$8-13/hr for extra-help & \$50/hr pay differential for nights. Continuous filing; RTJJ. Provide safety & security for the children at Orangewood Childrens Home during sleeping hours, admit & process children entering the home and provide crisis counseling. FT. Must be able to remain alert & awake during prolonged periods at nights. Requires some knowledge of psychological, sociological or behavioral factors related to dealing with children.

**TRANSPORTATION PROGRAM DRIVER**

Solano County Economic Opportunity  
Council  
207 Marina Center  
Suisun City, CA 94585  
707/422-7763  
Attn: Vonnie Hunt  
\$4.71/hr to start. Come in for application. Transport elderly & handicapped persons in a 20-passenger van throughout Solano County and occasionally beyond. No lifting required. Position may lead to a regular staff appt (with benefits) for private, non-profit human services agency. Full or part-time on-call openings; up to 40 hrs/wk. Requires DMV printout, class 2 CDL, and ability to push wheelchairs & operate lifts. No experience necessary; will train. EOE M/F/V

**▼ LOGEX ▼****Owner / Operators**

With 3-axle tractors, G.V.W. 16,500 lbs, and wheelbase between 176-220. Must have Cal-T permit. Fuel incentive and mileage & hourly pay. Local and year-round work.

Call Personnel  
Monday-Friday 8-5  
(209) 745-4663  
Galt Terminal

**TRUCK DRIVER**

Ingerson Trucking  
979 Lindbergh Lane  
Petaluma, CA 94952  
707/763-3176  
Attn: Diane  
\$7.50/hr DOE, plus medical insurance. Call or apply in person; RTJJ. Transport milk from Sonoma, Napa & Marin Counties to processing locations for this established, independent firm. Full-time position with variable hrs. Mon-Fri plus overtime. Must have class I CDL and clean DMV printout. 2 yrs exp preferred.

If you can't decide on a career direction, consider temporary work. It can provide you with good on-the-job training in a variety of businesses.

**Too Late to Classify****BUILDING INSPECTOR**

City of Burlingame  
501 Primrose  
Burlingame, CA 94010  
415/342-8931  
Attn: City Hall  
\$2626-3181/mo. Apply in person by 11/18. Inspect both new & existing commercial & residential structures to enforce building codes. No travel required. Hrs 8-5 Mon-Fri. Requires HS graduate with 3 yrs experience as an inspector or in building trades. Must have code knowledge and obtain ICBO or college certificate within 1 yr. EOE

**CHIEF BUILDING INSPECTOR**

City of Burlingame  
501 Primrose  
Burlingame, CA 94010  
415/342-8931  
Attn: City Hall  
\$3753-4552/mo. Apply in person by 11/22. Division head position in the Building Division of the City's Public Works Dept. Responsible for commercial plan checking, enforcement of city & ICBO codes, and supervising a staff of 6. Hrs 8-5 Mon-Fri. Requires at least 4 yrs experience as a building inspector including highrise & commercial building plan checking, and possession of combination & plan examiner certificates. EOE

**CNAs**

Orangevale Convalescent Hospital  
9260 Loma Lane  
Orangevale, CA 95662  
916/988-1935  
Attn: D.O.N.

\$4.98/hr (non-certified), \$5.18/hr to start (CNA); plus 1 wk vacation and sick leave. Apply in person or call for appointment. Be in charge of general patient care and perform various related duties. Full-time day shift (6-2 or 7-3) or part-time relief shift (2 nights/wk). Privately owned, 25-bed SNF has a pleasant home-like environment and great working conditions. Requires nursing assistant experience, motivation, and the ability to work well with others. Certification preferred.

**CNAs**

Garden Skilled Nursing Facility  
Sacramento, CA 95825  
916/927-1802  
Attn: Betty

\$5.26/hr (CNA) or \$5.06/hr (non-certified). Call for appt or more information. Responsible for ensuring quality care for all patients and assessing their personal needs. You will be needed to help 56 developmentally disabled young adults. Approved certification and in-service programs available during working hrs. Full-time; all shifts available (flexible hrs & days around your schedule). Must be motivated, caring, and willing to learn. CNA certification preferred, but not mandatory. Will train!!

**D & S  
MOVERS**

We are a growing company, searching for people to grow and expand with us. We are looking for people with experience in all phases of the moving and storage industry. We are currently accepting applications for the following positions:

- ◆ Warehouseperson
- ◆ Class 1 drivers & helpers (local & long-haul)
- ◆ Salesperson
- ◆ Billing clerk
- ◆ Dispatcher
- ◆ Bookkeeper
- ◆ Panel systems installers

CALL  
(916) 371-3929

**AJAX INC.****Is looking for Truck Drivers**

We provide:
 

- ◆ Layover pay
- ◆ Mileage pay
- ◆ Insurance for driver & dependents

Requirements:
 

- ◆ 2 years recent experience
- ◆ Current DOT medical card and good driving record

Run California, Oregon & Arizona  
Apply at:  
306 Ahern, Sacramento, CA 95814  
(916) 448-2220, Dave Johnson

**R/P/S**  
ROADWAY PACKAGE SYSTEM**DRIVERS****PACKAGE VAN  
LOCAL DELIVERIES**

Are you tired of long-haul driving, working nights or swingshift? Would you want to spend more time with your family? And would you like to have gross earnings of \$40,000 a year or more?

Roadway Package System, Inc., a subsidiary of Roadway Services, Inc., has an excellent opportunity for an Owner/Operator to deliver and pickup small packages in the local area, MONDAY THROUGH FRIDAY. NO OVERNIGHT. Must have one year of commercial driving experience. If interested in being a part of a rapidly growing delivery system, call for more information.

**ROADWAY PACKAGE SYSTEM, INC.**  
(415) 873-7930 • (415) 562-4594 • (408) 263-2076

An Equal Opportunity / Affirmative Action Employer

**AIRLINE JOBS**

**\$12,000 - \$100,000/yr**

Flight Attendants;  
most other positions.



Job Info/ listings  
(1) 515-683-3171  
Ext. BY-2626

**Roadrunner Trucking  
Class 1 License**

18 Wheeler Drivers - 48 states  
3 yrs verifiable experience  
Snow and ice experience  
Must pass drug screen & physical  
Good Pay - Good Benefits  
Team & Single drivers  
Good opportunities  
Nice equipment  
In California (800) 874-1818  
National (707) 864-6155

**TRUCK DRIVER**

- ◆ Drive statewide
- ◆ Requires clean DMV printout
- ◆ Class 1 CDL
- ◆ Single-axle with double flats
- ◆ Medical, vacation, holidays, and sick leave available

Call Ed:  
(408) 286-4478

## COOK

Country Oak Cafe  
500 Kirby Way  
Roseville, CA 95678  
Attn: Manager

\$6.8/hr DOE, plus tips, bonus program, and vacation. Apply in person. We are seeking a quality individual to help us maintain our dynamic reputation. Insure quality food preparation for our 110-seat, family-oriented restaurant. If you have good leadership skills, this job is for you! Advancement opportunities available; we promote from within. Full-time flexible position; hrs to be arranged. Requires at least 1 yr exp. Must be team-oriented, knowledgeable in kitchen procedures, communicate well, and have good personal hygiene standards.

## DELIVERY DRIVERS

Gino's Pizza  
8042 Greenback Lane  
Citrus Heights, CA 95610  
916/726-4424  
Attn: Manager

\$4.25/hr plus tips. Apply in person. Deliver pizzas and perform other tasks for this 200-seat pizza parlor. Full or part-time flexible position tailored to fit your schedule. Requires transportation, insurance, DMV printout and CDL. Must be enthusiastic, willing, and able to work efficiently with others. Minimum age of 18 preferred. Will train.

## DIRECTOR, GIRLS SUMMER CAMP (seasonal)

San Francisco Bay Girl Scouts  
P.O. Box 2389  
San Leandro, CA 94577

Attn: Bernadette Alexander / Campaign Mgr  
Salary negotiable, plus room & board. Send resume. Serve school-age girls in this live-in position; responsible for on-site supervision of camp operations including staff hiring & supervision, program implementation, and compliance with health & safety regulations. Job sites include Marin County, Arnold & Truckee. Seasonal position, June-August '89. Girl Scouts of America requires recreation, supervision & management experience, good communication skills and leadership qualities. Must be at least 25 yrs of age. EOE

## INTERGRAPH OPERATOR

Tai Associates / Architects  
665 Chestnut Street  
San Francisco, CA 94133-2380  
Attn: Mike Fowler / Dir of Computer Svcs  
\$2500-3500/mo DOE + \$400/mo living expenses; full bft's immediately upon hire include moving costs. Send resume. Will temporarily relocate to Charlotte, NC to work as a consultant in the offices of a major civil engineering firm. After completing project (6-10 mos.), return to the Bay Area to continue similar assignments for an established architectural firm. Full-time, 3rd-shift position begins in the second half of October. Requires proficiency & minimum 1 yr experience with IGDS database software and some DMRS database exp. EOE

## LINE COOK

The Good Earth  
2024 Arden Way  
Sacramento, CA 95825  
916/920-5544  
Attn: Manager

\$5.50/hr negotiable, plus vacation and medical/dental insurance after 1 yr. Apply in person. Grill, broil, and use other techniques to prepare natural food menu items and daily specials. Full or part-time; all shifts available. Member of a growing chain, 125-seat restaurant specializes in natural foods. Experience preferred. Training provided. EOE

Crum & Crum Enterprises  
now hiring

## TRUCK DRIVERS

We offer: ★ Full-time positions  
★ Good pay  
★ Good benefits  
★ Vacation & holidays  
★ No overnight travel  
Requires: ★ Class 1 CDL  
★ DMV printout  
★ 3 years OTR exp

Apply in person at:  
400 Crocker Drive  
Vacaville, CA 95688

AIRLINES  
NOW HIRING

Flight Attendants,  
Travel Agents,  
Mechanics,  
Customer Service.  
Listings.

Salaries to \$105K  
Entry-level positions

Call (805) 687-6000  
Ext. A-2626

by Phil Frank

He's in a particularly foul mood today. He figured out what his 20 years with the company translated into... in dog years.



## LVN

Claremont Convalescent Hospital  
2500 Ashby Avenue  
Berkeley, CA 94705  
415/841-5260

Attn: Director of Nursing  
Competitive salary plus benefit package. Call for interview. RTJJ. Claremont Convalescent is a 36-bed skilled nursing facility and a member of the Guardian Foundation, which has an excellent reputation. Come join this health care team as a staff nurse. Day and PM positions available. Requires current Calif LVN license.

## RESPIRATORY THERAPIST (on-call)

Queen of the Valley Hospital  
100 Trancas Street  
Napa, CA 94558

Attn: Personnel  
Competitive salary. Apply in person. 180-bed acute care hospital is looking for an on-call respiratory therapist. Serious professional needed to treat patients with respiratory disorders. Variable shifts (AMs, PMs & nights available). Req Calif respiratory license. EOE

## RESTAURANT MANAGEMENT

Babe's Bar & Grill  
5060 Madison Avenue  
Sacramento, CA 95841  
916/331-5811

Attn: Scott  
Monthly salary DOE. Apply in person between 2-4 Tue-Thu. Ground-level mgmt position responsible for assisting in the supervision of 35 employees, and customer services for this casual restaurant & bar. Will be trained in all facets of the business. Full-time; flexible hrs & days. Independently owned family-style bar & grill has a relaxed atmosphere, 260 seats, and plans for expansion in the near future. Must be dedicated, mature, and possess good people skills. Prefer someone with fast-food experience. If you are interested in being creative and working with a team, let's talk. EOE

## RN / LVN

Novato Convalescent Hospital  
1565 Hill Road  
Novato, CA 94947  
415/897-6161

Attn: D.O.N.

Competitive wages commensurate with experience, plus vacation, holidays, sick leave, major medical or HMO plan, dental & life ins., profit sharing, and retirement plan. Call for appt or apply in person. Charge & treatment nurses needed at our 187-bed SNF. Treat patients & supervise staff. Great advancement opportunity for motivated, energetic & career-minded professionals. Full & part-time positions; day shift (LVN) & night shift (RN / LVN). We are seeking people to add to our quality-care team. Come enjoy the relaxing North Bay area. Must have RN or LVN license. New graduates welcome!

Great trials often precede great triumphs.

## RN / LVN

Redwood Care Centers, Inc.  
2885 Harris Street  
Eureka, CA 95501  
707/443-1627

Attn: Corporate Administrator

Competitive salary plus good benefits including vacation, holidays, sick leave, and medical insurance. Call for appt or more info. Provide nursing care for geriatric patients. Choose from 4 facilities ranging from 59-99 beds. Excellent upward mobility opportunities. Tired of traffic and the busy city life? Seeking a change of pace? Visit us today and you'll never want to go back! FT or PT; variety of shifts avail. We're in the beautiful redwood country along Northern California's breathtaking coast. Req Calif RN/LVN license. Must enjoy geriatric nursing and be motivated & caring. New graduates welcome!

## PROFESSIONAL DRIVER

## Redwood Oil

Join Northern California's fastest-growing petroleum company.

- ♦ Full-time
- ♦ Benefits
- ♦ Class I CDL
- ♦ Current medical card
- ♦ 100,000 miles & doubles exp
- ♦ Current DMV printout

Apply in person or call dispatch:

455 Yolanda Ave  
P.O. Box 428  
Santa Rosa, CA 95402  
(707) 546-0766 or (800) 624-9411

MAY TRUCKING CO.  
is hiring local and  
over-the-road drivers.

Requires:

- Class 1 license
- 100,000 miles & doubles exp

Must pass company-paid drug screen & background check of criminal history.

For appt, call Terry  
(916) 668-1542

## TRUCK DRIVERS

- ▲ Class 1 CA Drivers License
- ▲ Current medical card
- ▲ 2 years verifiable O.T.R. exp.

Year-round work throughout the Central Valley

Company benefits available  
Call:  
(916) 991-3088

RANGER  
TRANSPORTATION

has immediate openings for  
Class 1 Truck Drivers  
and  
Owner/Operators

Requires min 2 years O.T.R. exp. Must be 23 years or older (for insurance purposes). Quick settlements and fuel advances available.

Call Rich  
at (916) 645-7789

## SALAD BAR HELPER

The Good Earth  
2024 Arden Way  
Sacramento, CA 95825  
916/920-5544

Attn: Manager

\$5/hr plus vacation and contribution to medical/dental insurance plan after 1 yr. Apply in person. Make salads, shakes & desserts, and perform a variety of prep work including preparing vegetables for salads. Full & part-time; all shifts available. 125-seat, full-service family restaurant specializes in preparing natural foods and is a member of a growing chain. Full training provided. EOE

## SALES REPRESENTATIVES

Water Systems  
3550 Watt Avenue, Suite 140  
Sacramento, CA 95821  
916/487-5108

Attn: Dianne

\$150,000/yr verifiable potential earnings (30-60% straight commission) + bonus, car allowance & extensive training. Call for appt. Be self-employed! Recruit, manage & train direct sales team. No territory limitations or cold calls. As a manufacturer's rep, receive strong ongoing support from 19-yr-old water purification firm with 1988 sales projected at \$250 million. Build a solid career & succeed in this explosive, lucrative, untapped market. Full or part-time. Sales experience a plus.

## SMOG MECHANIC

Quality Tune-Up Shops  
2501 Northgate Boulevard  
Sacramento, CA 95833  
916/929-7172

Attn: Paul

\$1350/mo or more DOE (regular salary reviews) plus uniform, holidays after 90 days, and vacation after 1 yr. Apply in person. Test & repair cars to meet CA smog requirements and perform routine tune-ups, lube jobs & oil changes. Possibility for the right person to advance to management. Position also available at another location. Up to 50 flexible hrs/wk (5-6 days). Locally owned shops are part of the top tune-up company in CA. Req current CA smog license and some exp as a mechanic.

## SOFTWARE ENGINEER

Campbell Engineering  
2540 Bates Avenue  
Concord, CA 94520  
415/689-7212

Attn: Warren Hood / Tech Svcs Director  
\$28,000-32,000/yr DOE/DOQ, plus vacation, holidays, sick leave, and medical insurance. Send resume and 3 references. Develop security access control systems software; responsible for a project from inception to completion. FT flexible position, 8-hr work day. Firm produces intelligent high-security systems. Req 2-3 yrs real-time C programming exp. Familiarity with microprocessor assembly language a real plus. Data acquisition and control applications background very helpful. Must pass a security clearance and be a US citizen.

## APPLEGATE

Truckdrivers &  
Owner/Operators

3 years verifiable experience.  
Clean M.V.R. M-F Full-time, plus!

Drivers - \$8-10/hr + benefits

Owner/Operators - \$20-25/hr.  
Company insurance and fuel available at cost.

Craig  
(916) 443-4652

## TEACHER - PRESCHOOL

Discovery Montessori  
Sacramento, CA 95819  
916/739-1462

Attn: Shirley Smith / Director

Competitive salary negotiable DOE/DOQ (depends for good staff members) plus vacation, holidays, sick leave, medical/dental & life insurance, and tuition reimbursement for college students. Call between 9-5 for info. Serve as classroom asst; implement arts & crafts curriculum, develop activities, assist w/after-school care, maintain environment, and act as a support person. Ideal for college students (school is near CSUS). FT, 1-6pm Mon-Fri. Stable school has experienced, quality staff of 6 effective teachers/trainers. Requires 12 ECE units, child development classes, or children's center permit. AA/EOE

Appearance plays a major role in first impressions. Studies show employers often decide your economic status, educational level, confidence, sophistication and social status from the initial meeting.

## X-RAY TECHNICIAN

Bay Area Portable X-Ray  
2373 Grove Way  
Castro Valley, CA 94546  
415/581-1410

Attn: Susan Wolf

Salary to start, then straight commission DOQ (\$500-1200/wk potential). Benefits include 2 wks vacation, holidays after 90 days, and life & long-term disability ins after 1 yr. Call for appt. Visit nursing homes and private homes, taking X-rays & EKGs. Full-time Mon-Fri; rotating weekends. The largest Northern CA portable X-ray clinic, in business 20 yrs, is a fast-paced, fun place to work. Requires Calif CRT license, a good driving record, DMV printout, and ability to lift at least 70 lbs. No experience necessary. Men encouraged to apply. EOE

Established  
LTL Carrier

Seeks:

## ✓ Owner / Operators

PUC permit, clean DMV printout, Class 1 CDL

## ✓ Single-Axle Drivers

Class 1 CDL, clean DMV printout

## ✓ Bobtail Drivers

Class 3 CDL, previous FRT exp, clean DMV printout

Contact Mark Broome  
(415) 357-6610 or  
(800) 338-2221

Free  
tuition!\*

We're looking for a select group of career-oriented achievers with the ambition and aptitude to become... B. Hunt professional drivers. If you're age 23 or over with a good driving record, you may qualify for a 4-week truck driving course at our company headquarters in Lowell, Arkansas. Qualified applicants pay no tuition... just personal expenses. It's the career opportunity you've been searching for!

J.B. HUNT  
Call toll-free  
1-800-643-3331

Subject to drug screen

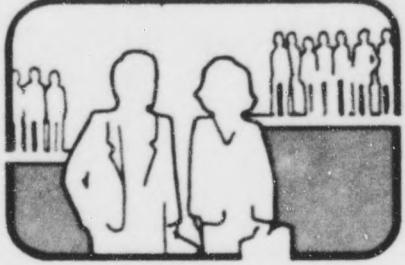
EOE



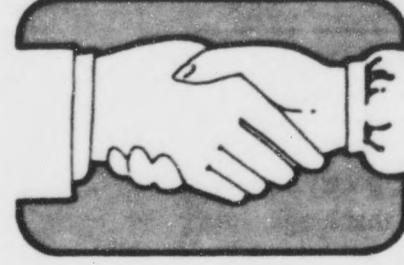
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**The right information.**



**The right candidate.**



**The right choice.**

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Whatever your recruitment advertising needs, California Job Journal is the right newspaper for the job. Our nearly 300,000 circulation gives you valuable local and regional coverage at a price substantially lower than traditional recruitment advertising methods.

Our comprehensive job listings provide jobseekers with complete information, including experience and educational requirements, and salary and benefits information. Applicants can see immediately if they are qualified,

so you spend more time interviewing interested candidates, and less time sifting through stacks of applications. Every issue also contains articles and tips to help readers be more successful during their job search and more effective in their current position.

California Job Journal gives you the right distribution to reach the right candidate with the right message at the right price.

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